

TOWN OF HADLEY, MASSACHUSETTS



ANNUAL REPORT 2020



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ANNUAL REPORT OF THE TOWN OF HADLEY, MASSACHUSETTS



FOR THE YEAR ENDING
DECEMBER 2020

Places of Interest in Hadley

Farm Museum

147 Russell Street (Free)

Hours: Tuesday- Saturday 10:00 – 4:30

Sunday 1:30 – 4:30

Closed Monday

May 1st through October 12th

Porter Phelps Huntington Museum

130 River Drive 413-584-4699

Hours: Saturday – Wednesday 1:00 – 4:30

May 15th through October 15th

Other times by appointment

Skinner State Park

Off Route 47

413-586-0350

Hockanum School House

Original one room School House – Built in 1840

West Street Common Area

Largest Common intact in New England

Approximately one mile

Walking Tour of Hadley

(Available from Town Clerk)

Historical Society

12 Middle Street

P.O. Box 174

413-587-2623

Open by Appointment 413-584-7451

Lake Warner Dam

Site of first corn mill – Built on Mill River in 1670

Owned by Hopkins School & Operated by Robert Boltwood

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*Cover picture (front) Lillian Weir
(back) Linda Hannum*



Hadley Statistics

Website: www.hadley.ma.org

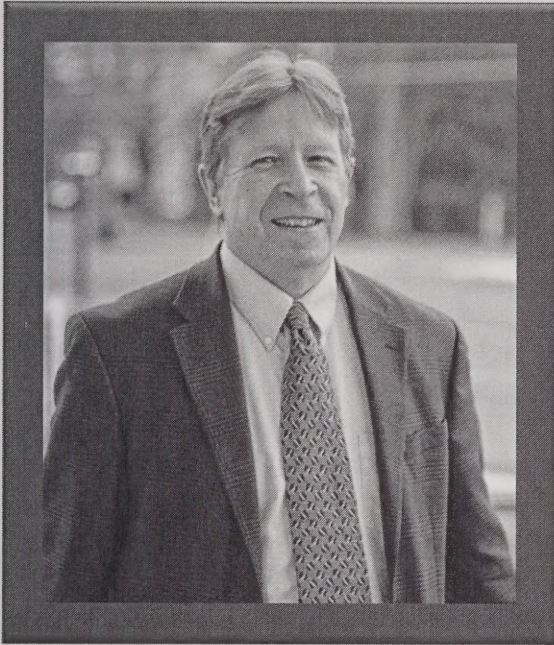
Annual Town Meeting: 1st Thursday in May

Annual Town Election: 2nd Tuesday in April

Settled	1659
Incorporated	1661
Area	24.75 Square Miles
Population – 2020 Town Census	5173
Registered Voters	3937
Tax Rate Fiscal Year 2021	\$12.00
Total Valuation – Fiscal Year 21	\$1,050,670,540.00
Form of Government	Open Town Meeting/Select Board
Public Schools	Hopkins Academy Hadley Elementary School
Town Highways	66 Miles
State Highways	9 Miles
Public Library	Hadley Public Library
Parks	Town Common Zatyrka Park Skinner State Park
Service Clubs	Hadley Historical Society, Inc. Hadley Lions Club Hadley Mother's Club Hadley PTO Hadley Young Men's Club American Legion Post #271
Museums	Hadley Farm Museum Porter Phelps-Huntington House Hadley Historical Society* *(by appointment)

DEDICATION OF THE 2020 ANNUAL REPORT

DAVID NIXON



David Nixon arrived as Hadley's newest Town Administrator in the summer of 2005. Full of vim and verve, he carried with him a vision for the possible. David's tenure spanned fifteen years, a remarkable feat for any Town Administrator. During that time he worked for 17 different Select Board members, all with quite different personalities. And he lived to tell the tale. David set to work immediately on carrying out a bold agenda. Perhaps most importantly he saw opportunity to stabilize and sustain Hadley's financial health and well-being without jeopardizing its rural character and coveted low tax rate. He saw Hadley's bond rating rise from A+ to AAA, a rating enjoyed by only a handful of municipalities in the Commonwealth. He valued all municipal employees and presented balanced budgets without a single layoff, even during the hard times of the

2008 Fiscal crisis and most recently COVID19. David moved to have the Town adopt a hotel and meals tax, a significant and growing revenue stream for the Town, as well as crafting payment-in-lieu-of-taxes (PILOT) programs for large solar arrays.

During David's tenure three significant building projects, Senior Center, Public Library and North Hadley Fire Station were completed with minimal impact to taxes. He saw the creation of a Department of Public Works (DPW), movement from a volunteer fire force to a partially full-time department with our own contracted ambulance service, and the hiring of many key leadership positions including a new Police Chief, Fire Chief, Council on Aging Director, DPW Director, Library Director, Park and Rec Director and Human Resource Director. David was instrumental in advocating for the change of elected Treasurer and Collector positions to be appointed. All done in David's vision of a continuous improvement theme. And who can forget the infamous \$800,000 dyke repair that David, working closely with our State Representative, successfully funded with a grant from the Commonwealth?

While all of this should be enough to "make a mark" on a Town, David perhaps will best be known for his unusual command of the English language and his ability to throw off a less worthy opponent with some obscure literary reference or odd idiomatic expression. He was at all times a gentleman and a professional, serving many years as head of the Small Town Administrators of Massachusetts. He is known widely throughout the Commonwealth as an expert on all things "small town" and has provided mentorship to many aspiring public servants. David Nixon embraced Hadley's strengths, acknowledged its weaknesses, and left our Town in much better shape than when he arrived. Perhaps not quite as full of that vim and verve, but certainly with the knowledge he'll be missed. Well done David, we thank you.

DEDICATION OF THE ANNUAL REPORT

MARTHA BOISVERT



Martha (Pipczynski) Boisvert was the sixth of the ten children born to Adolph and Mary (Koncick) Pipczynski, at home, at their home at Stockwell Road in North Hadley. As a rooted farmer's daughter, she would not only exemplify the spirit of hard work but become one of the most humble, generous and committed citizens in her hometown of North Hadley.

In the years following high school and college graduation, Martha experienced many professional achievements, from social work, to insurance, to non-profit and educational foundation work. She co-founded North Hadley Sugar Shack and the Boisvert Family Farm along with her two sons— which was built on her parents' farmland where she grew up and played on as a kid. There, along with her daughter Ginny, Martha not only baked but helped teach and educate local school children and visiting families the process of making maple syrup and maple candy. Her bakery workroom became Babcie's Kitchen. In her later years, Martha began teaching her granddaughters her techniques so they could carry on that legacy. And, they continue to do so.

She was a devoted mother, grandmother and sibling as well as a committed yet reserved, community leader. She knew how to apply the art of persuasion, education and respectfulness to accomplish her dreams, achieve her goals, and improve the wellbeing of her fellow citizens, neighbors, friends and family. Martha's humble legacy of community service and gentle influence in her favorite town is being carried on by all three of her children , who reside in Hadley with their own families to this day: one works for the DPW, one works at the school, and one serves on the Hadley Fire Department.

Martha fully gave of herself... for her family, for her community and for a better world and for which we all remain grateful and honored to have had her in our lives.

THE W. FRED OAKLEY AWARD

RECIPEINTS



Gage and Sloane Spanknebel

If something's happening in the Town of Hadley, we are used to seeing some familiar young faces of late. Gage and Sloane Spanknebel have gone above and beyond in support of community spirit, especially this past year. The siblings are the children of Michael Spanknebel, who is the town's Fire Chief, and Jessica Spanknebel, who serves as Town Clerk.

Gage graduated from Hopkins Academy in 2019 and currently attends UMass Amherst. In 2018, with help from his father, Gage researched and created a junior fire fighter program at Hopkins Academy. He and his

friend Liam Higgins were the first two students to pilot this program. Gage also invested many volunteer hours at the public safety complex, from mowing the lawn, to assembling emergency bags for every classroom at Hopkins Academy, Hadley Elementary School and the Chinese Immersion School. These bags were packed with important basic supplies, first aid kits and anything appropriate for the particular age group in the event of a lock down.

Gage has been serving on Hadley's Volunteer Fire Department since 2018 as a junior fire fighter. He also helped the School Committee with a presentation to the Hadley Community Preservation Act committee representing the student's point of view on the Hopkins field project. Hadley Park and Recreation has relied on Gage several times as a referee for basketball and soccer.

Sloane attends Pioneer Valley Chinese Immersion Charter School in Hadley where she's a member of the Class of 2022. On Easter this past year, Sloane was our Bunny spending over five hours visiting all the residents of Hadley. During Christmas, she was an elf riding the firetruck with Mr. and Mrs. Claus. These events cheered people up during a time when people were stuck in their houses and could not see family and friends due to the pandemic.

Both Gage and Sloane supported the fire department in shopping and delivery efforts for people in need, a crucial service for many older adults when the pandemic first hit and people were encouraged to stay home. It became commonplace to see Sloane in the grocery store pushing a shopping cart and checking items off a list on behalf of the fire department and senior center for our senior citizens who were at risk. At our outdoor town meetings last year, Gage and Sloane were there helping where ever they were needed. They also volunteered with the American Legion and Senior Center annual dinner events.

These young people have made a lasting impact, especially during COVID this past year in the town of Hadley. They kept spirits up with the kids during the Holidays, shopped for our seniors who couldn't leave their homes during the pandemic, and lastly, helped our town prepare and get through spring and fall town meetings.

Most importantly, Gage and Sloane always serve their community with a smile, showing that they are truly glad to be helping their friends and neighbors.

Monthly Committee Meetings Schedules

DEPARTMENT	SCHEDULE	TIME AND PLACE
ASSESSORS	AS POSTED	AS POSTED TOWN HALL
BOARD OF HEALTH	TUESDAYS	7:00 PM TOWN HALL
BUILDING INSPECTOR	MONDAY- FRIDAY TUESDAY OTHER	10:00 AM – 12:00 PM 7:00 - 9:00 PM BY APPOINTMENT
CONSERVATION COMMISSION	2 ND TUESDAY	7:00 PM TOWN HALL
COUNCIL ON AGING	2 ND TUESDAY	10:30 AM SENIOR CENTER CONFERENCE ROOM
FINANCE COMMITTEE	AS NECESSARY	AS POSTED
HISTORICAL COMMISSION	ONCE/ MONTH – TUESDAY EXTRA IF NEEDED	7:00 PM TOWN HALL
HOUSING AUTHORITY	1 ST MONDAY	7:00 PM GOLDEN COURT
LIBRARY TRUSTEES	2 ND TUESDAY	7:00 PM GOODWIN MEMORIAL LIBRARY
PARK & RECREATION COMMISSION	AS NECESSARY	PARK & REC OFFICE -TOWN HALL
PLANNING BOARD	1 ST AND 3 RD TUESDAYS	7:00 PM SENIOR CENTER
SCHOOL COMMITTEE	MONTHLY AS DETERMINED BY THE COMMITTEE	HOPKINS ACADEMY MUSIC ROOM
SELECT BOARD	1 ST AND 3 RD WEDNESDAYS AS POSTED	6:30 PM TOWN HALL
VETERAN'S AGENT	BY APPOINTMENT	SENIOR CENTER

Select Board

2020 was a year of extraordinary challenges that required flexibility and resilience on the part of our residents and employees alike. The Covid-19 Pandemic presented challenges the likes of which we have never seen in modern history. The early days were full of unknowns as our nation mostly shut down. The majority of our town employees didn't have the luxury of staying home and those that did continued to work hard remotely taking on additional duties, additional uncompensated hours and doing everything possible thing to keep our local government running.

Despite all of the unknowns we managed to continue operating in creative ways with our employees meeting residents at home or in parking lots to accept payments, issue marriage licenses, notarize documents, deliver meals, groceries, etc. Meetings may have turned into virtual events, but they did not become any less productive. The Massachusetts Governor's restrictions on which businesses could operate and in what manner created further challenges not only on the town due to revenues but also on the residents that depended on the jobs and income those businesses provide.

The conservative financial management practices of the Town of Hadley meant that despite these financial headwinds, we successfully maintained our AAA Bond Rating after a review by S&P Global Ratings. We were able to tap into our Stabilization Account or "rainy day fund" to subsidize our revenues. The Select Board and Town Meeting agreed that this extraordinary situation required doing everything possible to give our residents a financial break.

The tax rate was cut to \$12.00 per thousand which meant despite dramatic increases in assessed home values the actual dollar amounts residents saw on their tax bills remained the same or in some cases decreased.

Annual Town Election, Annual Town Meeting, and Special Town Meeting looked a little different this year with both meetings being held outside – one in humid 90-degree temps and the other in windy 30-degree conditions. Our election workers and employees successfully conducted Annual Town Election as though it was just another normal year. Voters showed up in force for the election and we easily obtained a quorum for both Town Meetings further indicating just how much the people of Hadley love and care for the future of the place that they call home.

Despite the challenges of 2020 we never neglected our long-term goals of becoming a more professional government organization, improving our service offerings, focusing on infrastructure and maintenance, continuing to serve our residents to the best of our abilities and most importantly being good stewards of taxpayer dollars.

As we move forward into 2021, we have many projects and priorities left on the "To-Do" list, many of which will be challenging both logistically and financially. Hadley is not a community that shies away from challenge our elected officials, employees, volunteers, and townspeople are working together to ensure that we recover as a stronger and more focused town than ever before.

I'm proud to say that I'm from here, I'm proud that we have some of the best employees, volunteers and neighbors anyone could ever ask for. I'm proud to call Hadley Home.

David J Fill II
Select Board Chair

Town Administrator

I am pleased to submit to the Town of Hadley, the Annual Report of the Town Administrator. As I write this, I am beginning my 8th month in this position. Beginning a new position in the middle of a pandemic has had its challenges but the support that has been shown by the employees and the Select Board members reflects the generosity and strong work ethic evident throughout the community.

Employees and volunteer boards and committees have adapted remarkably well to remote meetings and continue to provide outstanding services to the residents and businesses of the Town. Although town buildings were closed to the public for over a year, residents continued to receive the services they were accustomed to. This is evident throughout the remaining pages of this book as you read how Departments and Boards met the challenge of recreating how business is done during a pandemic, which at times increased their workload significantly.

Three new buildings were completed and within budget. The Library, Senior Center and the Fire Substation are the newest jewels of Hadley. These projects could not have happened without the support of the residents, the Select Board's oversight and the dedication of multiple departments and talented employees.

During my first 4 months here, I was honored to work with the former Town Administrator, David Nixon. David retired in December, 2020, after 15 years of providing outstanding leadership not only for the Town of Hadley but for the entire region. David is known throughout the municipal arena in Massachusetts and the region as a mentor and teacher for Town Administrators and Managers. It was a privileged to have the opportunity to work side by side with David and learn how his financial strategies and forecasting has put Hadley on a strong foundation, helping to stabilize the financial challenges that the pandemic placed on local business and ultimately on local receipts.

The vital role of infrastructure maintenance and repair cannot be underestimated. The Town's capital plan has "paused" due to revenue uncertainty from the pandemic but it is anticipated that additional revenue will be available to take care of critical projects such as aging sewer and water lines and culverts.

Hadley's mix of agriculture, commercial and residential characteristics make it an intriguing community to work in and I look forward to meeting more residents, farmers and business partners as the threat of COVID 19 diminishes and doors open wider.

Respectfully Submitted,

Carolyn Brennan
Town Administrator

TOWN CLERK

It is with great pleasure that I respectfully submit to you my annual report for the year ending December 31, 2020.

VITAL STATISTICS OF THE TOWN OF HADLEY

Number of births for the year was 35. Males, 14 Females, 21

Birth Rate for Five Preceding Years

2019	2018	2017	2016	2015
30	31	33	28	24

Number of marriages for the year was 7.

First marriage of both parties - 4

Marriage Rate for Five Preceding Years

2019	2018	2017	2016	2015
22	29	24	24	19

Number of deaths for the year was 133. Males, 67 Females, 66

Death Rate for Five Preceding Years

2019	2018	2017	2016	2015
119	128	105	96	74

Deaths under 1 year of age:	0
Deaths between 1 and 39 years of age:	4
Deaths between 40 and 49 years of age:	4
Deaths between 50 and 59 years of age:	4
Deaths between 60 and 69 years of age:	14
Deaths between 70 and 79 years of age:	24
Deaths between 80 and 89 years of age:	50
Deaths between 90 and 99 years of age:	31
Deaths 100 years and older of age:	2

66 of the deceased were residents of the town. The oldest decedent was a female 101 years of age. 23 were Veterans.

DOG LICENSE REVENUE

535 dogs were licensed for 2020

Total: \$2935.300

* **ALL** past due accounts must be paid in full before a current license will be issued.

BUSINESS CERTIFICATES ISSUED- CALENDAR YEAR

30 New Certificates
39 Renewals

2 Discontinued/change/withdrawn

Any person conducting business under any title other than the complete real name of the owner, whether individually or as a partnership and any corporation doing business in a name other than the corporate name MUST file a business certificate with the Town Clerk (MGL Chapter 110, Section 5). These must be renewed every four years and violation of these provisions shall be subject to a fine of not more than three hundred dollars (\$300.00) for each month during which such violation continues. Please see Town Clerk for full details!

**** ALL ELECTIONS/MEETINGS FOR YEAR 2020****

-Full text and warrants for Town Meetings and elections are available for view at the Town Clerks office during normal business hours and at www.hadley.ma.org

DOINGS AT THE MARCH 3, 2020 PRESIDENTIAL PRIMARY

The polls were opened at 7am by Warden, Stanley Kostek. Constable was William Banack. Clerk was Joanne Pliska. Ballot box was Lorraine Herbert and Peg Banack. First shift checkers were. Linda Wiesner, Dale Tessier, Diane Baj and Diane Bonneau. Second shift checkers were Janet Hukowicz, Sharon Parsons, Pat Zuzgo and Carol Kostek.

The polls were announced closed at 8pm by warden, Stanley Kostek. Counters were Vadjia Waskiewicz, Janet Barrett and Brenda Tudryn.

1878 was final vote registered on the ballot box and 0 hand counts. There were 52 Absentee ballots cast, 141 early votes cast and 10 UOCAVA voters. There were 4 provisional ballots (3 accepted). There were 11 spoiled ballots and 40 affirmations. **Total votes cast and counted 1891.**
A total of 3967 were eligible to vote.

DEMOCRATIC: 1717 VOTES CAST

PRESIDENTIAL PREFERENCE:

Deval Patrick received five votes	5
Amy Klobuchar received nineteen votes	19
Elizabeth Warren received four hundred twenty seven votes	427
Michael Bennet received one vote	1
Michael R. Bloomberg received one hundred fourteen votes	114
Tulsi Gabbard received eight votes	8
Cory Booker received one vote	1
Julian Castro received zero votes	0
Tom Steyer received zero votes	0
Bernie Sanders received five hundred seventy three votes	573
Joseph R. Biden received five hundred twenty eight votes	528
John K. Delaney received zero votes	0
Andrew Yang received five votes	5

Pete Buttigieg received twenty votes	20
Marianne Williamson received zero votes	0
No Preference received ten votes	10
All others received four votes	4
Blanks	2

Total	1717
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STATE COMMITTEE MAN

David J Narkewicz received one thousand one hundred three	1103
All others received five votes	5
Blanks	609

Total	1717
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STATE COMMITTEE WOMAN

*Mollie M. Fox received sixteen votes	16
All others received one hundred twenty	120
Blanks	1581

Total	1717
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TOWN COMMITTEE

*Jane Nevinsmith received eleven votes	11
All others received sixty eight votes	68
Blanks	29110

Total (17x1717)	29189
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REPUBLICAN: 170 VOTES CAST

PRESIDENTIAL PREFERENCE

William Weld received thirty one votes	31
Joe Walsh received one vote	1
Donald Trump received one hundred thirty eight votes	138
Roque "Rocky" De La Fuente received zero votes	0
No Preference received zero votes	0
All others received zero votes	0
Blanks	0

Total	170
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STATE COMMITTEE MAN

Jay S. Fleitman received one hundred twenty seven votes	127
All others received zero votes	0
Blanks	43

Total	170
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STATE COMMITTEE WOMAN

Mary L. Stuart received one hundred twenty one votes	121
All Others received zero votes	0
Blanks	49
Total	170

TOWN COMMITTEE

Assorted Write ins received fifteen votes	15
Blanks	5935
Total(35 x 170)	5950

GREEN-RAINBOW: 3 VOTES CAST LIBERTARIAN : 1 VOTE CAST

DOINGS AT THE MAY 16, 2020 ANNUAL TOWN ELECTION

***This Annual Town Election date was postponed due to Covid-19 (original date 4/14/20)**

Polls were declared open at 10am by Warden, Stanley Kostek. Checkers were Carol Kostek, Lorraine Herbert, Diane Bonneau, Jason Kostek, Gage Spanknebel, Sue Glowatsky and Sloane Spanknebel, Pen Box: Jean Fydenkevez. Clerk: Joanne Pliska. Constables: Janelle Seitz and Casey Gilbert. Sanitizers/greeters: Emma Elson, Evan Briant and Michael Spanknebel. There were four spoiled ballots and 1 affirmation. 1162 was registered number on ballot box and two hand counts. 385 Absentee Ballots. 168 Early Ballots.

A total of 1164 voted out of an eligible 3963 voters = 30% turn out

MODERATOR (vote for one) one year term

Randall E. Izer received nine hundred fifty seven votes	957
Others	1
Blanks	206
Total	1164

SELECT BOARD (vote for one) three year term

Nicole S. Bercume-Bass received one hundred sixteen votes	116
Brenda A. Fydenkevez received three hundred fifty five votes	355
Jane H. Nevinsmith received five hundred one votes	501
Amy Parsons received one hundred eighty three votes	183
Blanks	9
Total	1164

ASSESSOR (vote for one) three year term

William R. Banack received nine hundred thirty seven votes	937
Blanks	227
Total	1164

BOARD OF HEALTH (vote for one) three year term

Richard J. Tessier received four hundred eighty nine votes	489
Susan Mosler received six hundred fifteen votes	615
Blanks	60
Total	1164

PLANNING BOARD (vote for one) five year term

Joseph F. Zgrondnik received six hundred nine votes	609
Mark M. Howard received five hundred fifteen votes	515
Blanks	40
Totals	1164

SCHOOL COMMITTEE (vote for two) three year term

Tara M. Brugger received eight hundred two votes	802
Ethan W. Percy received six hundred ninety votes	690
Others	8
Blanks	828
Totals	2328

OLIVER SMITH WILL ELECTOR (vote for one) one year term

Sheila M. Konieczny received eight hundred ninety seven votes	897
Others	1
Blanks	266
Totals	1164

PARK COMMISSION (vote for one) three year term

James W. Shea received eight hundred seventy five votes	875
Others	3
Blanks	286
Totals	1164

LIBRARY TRUSTEE (vote for two) three year term

Maureen K. Devine received nine hundred twenty three votes	923
Alan M. Weinberg received eight hundred five votes	805
Others	4
Blanks	596
Total	2328

HOUSING AUTHORITY (vote for one) Five year term

John T. Yusko, Sr. received nine hundred fifteen votes	915
Others	2
Blanks	247
Total	1164

DOINGS AT THE JUNE 20, 2020 ANNUAL TOWN MEETING

Due to Covid-19 Hadley's Annual Town Election was moved from May 7, 2020 to June 20, 2020. It was held on the athletic field of Hopkins Academy. Susan Glowatsky and Gage Spanknebel were checkers for this meeting. The Hadley Fire and Police Departments were there to assist votes and maintain social distancing. The meeting was called to order by Moderator, Randall Izer @ 10:04am. A total of 127 voters were checked off for this meeting (out of 3963). Proper return of service for the warrant was noted and Pledge of Allegiance was given. The 2019 Annual Report dedications were read. David Nixon gave the State of the Town Report. The Moderator explained the procedure for town meeting and that he would be using *Town Meeting Time*.

Article 1 Motion as shown in Consent agenda: Moved that the Town authorize the Select Board to apply for and expend Massachusetts Small Cities Program grants or monies, or any Federal or State grants or monies, received as set forth in the appropriate application.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 2 Motion as shown in Consent agenda: Moved that the Town appropriate funds provided to the Town by the State under Chapter 90 Type money and such other funds as the Massachusetts Department of Transportation Highway Division may provide, and to authorize the Select Board to enter into contracts with Massachusetts Department of Transportation Highway Division for Chapter 90 Type money allocated to the Town by the State.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 3 Motion as shown in Consent agenda: Moved that the Town vote to authorize the Treasurer with the approval of the Select Board, to borrow money from time to time in anticipation of the revenue of the fiscal year beginning July 1, 2020 in accordance with the provisions of the Massachusetts General Laws, Chapter 44, Section 4 and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year, in accordance with Massachusetts General Laws, Chapter 44, Section 17.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 4 Motion as shown in Consent Agenda: Moved that the Town adjust the accounts as printed in the warrant as delineated in Article 4 of the Annual Town Meeting warrant for June 20, 2020 and incorporated by reference herein.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 5 Motion as shown in Consent Agenda: Moved that the Town adjust the deadline to the article as printed in the warrant as delineated in Article 5 of the Annual Town Meeting warrant for June 20, 2020 and incorporated by reference herein.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 6 Motion as shown in Consent agenda: Moved that the Town transfer **\$26,000.00** from Water Reserves to the Water Plant Filtration Stabilization fund as per the provisions of MGL Chapter 40, Section 5B, for the purpose of repairing and replacing water plant filtration membranes and associated expenses.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 7 Motion as shown in Consent agenda: Moved that the Town act on the report of the Community Preservation Committee on the fiscal year 2021 budget and reserve for later appropriation the following sums of money from the Community Preservation Fund estimated annual revenues:

Open Space Preservation	\$43,380.00
Historic Preservation	\$96,572.00
Housing	\$43,380.00

and appropriate the sum of **\$3,000.00** from the Community Preservation Fund estimated FY2020 annual revenues for all necessary and proper expenses of the Community Preservation Committee for the year.

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 8 Motion was made and seconded that \$ **17,831,935** be appropriated as recommended in individual General Fund budgets listed in the handout "Finance Committee Budget FY2021" and as funding therefor, raise and appropriate and transfer from available funds the estimated amounts in Table A.1 as presented at the June 20, 2020 Annual Town Meeting and incorporated by reference herein.

Table A	FY 2020 Revenue	FY 2021 Revenue
Revenue:		
Raise and Appropriate	\$ 17,493,494	\$ 16,655,795
Free Cash	\$ -	\$ 764,769
Interfund Enterprise Receipts	\$ 424,709	\$ 407,999
MSBA Debt Fund Reserve	\$ 2,444	\$ 2,444
November 2014 Premium Balance	\$ 928	\$ 928
TOTAL REVENUE	\$ 17,921,575	\$ 17,831,935

The Moderator declared Article 8 as ready by Finance Committee passed unanimously.

Article 9 Moved that \$ **931,709** recommended in the handout "Finance Committee Budget FY2021" be appropriated to the FY2021 Wastewater Division Enterprise Fund to be expended for the respective purposes set forth, and as funding therefor, raise and appropriate and transfer from available funds the estimated amounts in Table B.1, as presented at the June 20, 2020 Annual Town Meeting and incorporated by reference herein.

TABLE B			
Wastewater Division Enterprise Fund		FY 2020 Budget	FY 2021 Recommended
440	Wastewater Salaries	\$ 332,655	\$ 324,124
	Wastewater Expenses	\$ 476,650	\$ 468,800
	Wastewater Debt	\$ 130,555	\$ 128,785
	Wastewater Reserve	\$ 10,000	\$ 10,000
	Total Division Expense	\$ 949,860	\$ 931,709
	Indirect Costs	\$ 209,481	\$ 172,975

And further, moved that \$ **1,123,362** recommended in the handout "Finance Committee Budget FY2021" be appropriated to the FY2021 Water Enterprise Fund to be expended for the respective purposes set forth, and as funding therefor, raise and appropriate and transfer from available funds the estimated amounts in Table B.1, as presented at the June 20, 2020 Annual Town Meeting and incorporated by reference herein.

Table B				
Water Division Enterprise Fund		FY 2020 Budget	FY 2021 Recommended	
450	Water Salaries	\$ 379,440	\$	430,023
	Water Expenses	\$ 510,369	\$	497,174
	Water Debt	\$ 188,344	\$	186,165
	Water Reserve	\$ 10,000	\$	10,000
	Total Division Expense	\$ 1,088,153	\$	1,123,362
	Indirect Costs	\$ 193,205	\$	224,929

And further moved that the sum of \$ 68,822 as set forth in the "FY'20 Finance Recommended" in the handout entitled "Finance Committee Budget FY2020 Annual Town Meeting 2019" as presented at Annual Town Meeting and incorporated by reference herein,, up to and including line entitled "Total Budget Appropriation" be appropriated to the FY2020 Hadley Media Enterprise Fund Account to be expended for the respective purposes set forth, with each item being considered a separate appropriation.

Hadley Media Enterprise Fund		FY 2019 Budget	FY 2020 Recommended	
599	Hadley Media Salaries	\$ 17,340	\$	17,767
	Hadley Media Expenses	\$ 40,371	\$	46,230
	Hadley Media Reserve	\$ 10,000	\$	4,825
	Total Budget Appropriation	\$ 67,711	\$	68,822
	Deductions from Gross Revenue	\$ 14,890	\$	22,018
	Total Division Expense	\$ 82,601	\$	90,840

Moderator declared Article 9 passed unanimously.

Article 10 Motion was made and seconded that the Town transfer from Free Cash **\$15,000** to be used by the Board of Assessors in defending assessed values at the Appellate Tax Board.

The Moderator declared Article 10 passed unanimously.

Article 11 Motion was made and seconded that the Town amend Section 86-9 of Chapter 86 of the Code to establish the revolving fund for the Council on Aging and amend existing revolving funds as printed in the warrant as delineated in Article 11 of the Annual Town Meeting warrant for June 20, 2020 and incorporated by reference herein.

The Moderator declared Article 11 passed unanimously.

Article 12 Motion was made and seconded that the Town transfer funds as delineated in Article 12 of the Annual Town Meeting warrant for June 20, 2020 and incorporated by reference herein (Unemployment & Stabilization Funds)

The Moderator declared Article 12 passed unanimously.

Article 13 Motion A Motion was made and seconded that the Town transfer:

1. **\$5,000** from Hadley Media Reserves to purchase audio-visual equipment for Hadley Media;
2. **\$600** from Free Cash to install roadway signs promoting agriculture for the Agricultural Commission; and
3. **\$65,000** from Water Reserves to install fences at the water tanks for the Department of Public Works.

The Moderator declared Article 13, Motion A passed 115 – 1.

Article 13 Motion B Motion was made and seconded that the Town appropriate **\$105,000.00** to pay costs of an emergency generator for the Public Safety Complex for the Fire Department including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Article 13, Motion B passed unanimously.

Article 14. Motion was made and seconded to take no action on Article 14.

The Moderator declared Article 14 to be passed over by unanimous vote.

Article 15. Motion was made and seconded that the Town transfer **\$110,000.00** from the Community Preservation Act open space/recreation set aside to the Hadley Parks and Recreation for a fitness park for Zatyрка Park. Said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date.

There was much discussion on this article

The Moderator declared Article 15 failed 26-90.

Article 16. Motion was made and seconded that the Town transfer **\$6,000.00** from the Community Preservation Act open space/recreation set aside to the Hadley Department of Parks and Recreation for electrical service and picnic tables for the Hadley Elementary School pavilion. Said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date.

The Moderator declared Article 16 passed

Article 17 Motion was made and seconded that the Town Transfer **\$2,250.00** from the Community Preservation Act Historical set-aside to the Goodwin Library Board of Trustees for the public purposes of preservation and display in the new library of the round window and metal brackets of the Hooker Elementary School. Said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date.

The Moderator declared Article 17 passed.

Article 18 Motion was made and seconded that the Town transfer **\$1,500.00** from the Community Preservation Act general fund to the Hadley Health Department for water testing for public safety, and all incidental and related expenses, said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date.

The Moderator declared Article 18 passed.

Article 19 Motion was made and seconded that the Town transfer **\$25,000.00** from the Community Preservation Act Historic set aside to the Municipal Building Committee for an elevator design study for the Goodwin Memorial Library building, and all incidental and related expenses associated therewith. Said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date

The Moderator declared Article 19 passed unanimously.

Article 20 Motion was made and seconded that the Town transfer **\$226,093.00** from the Community Preservation Act general fund to the Hadley Select Board for the renovation of the Goodwin Memorial Library

building into town offices. Said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date.

The Moderator declared Article 20 passed.

Article 21 Motion was made and seconded that the Town transfer **\$4,200.00** from the Community Preservation Act Historical set aside to the Hadley Historical Commission for the preservation of two 1740 maps of the Town of Hadley Massachusetts. Said expenditure to be conducted within two years of the date of Town Meeting approval or unspent funds will automatically be returned to the appropriate Community Preservation Act fund by that date.

The Moderator declared Article 21 passed unanimously.

Article 22 Motion was made and seconded that the Town amend the zoning bylaws as delineated in Article 22 of the warrant of the Annual Town Meeting held on June 20, 2020 and incorporated by reference herein and to authorize the Town Clerk to make any non-substantive formatting changes if necessary for consistency purposes

The Moderator declared Article 22 passed unanimously.

Article 23 Motion was made and seconded that the Town amend the general bylaws as delineated in Article 23 of the warrant of the Annual Town Meeting held on June 20, 2020 and incorporated by reference herein, and that the Town Clerk may make formatting and numbering changes as necessary to preserve consistency of the general bylaws (Affordable Housing Trust Fund)

The Moderator declared Article 23 passed 114-2.

DOINGS AT THE SEPTEMBER 1, 2020 STATE PRIMARY

The polls were opened at 7am by Warden, Stanley Kostek, Clerk was Joanne Pliska. First shift Checkers were Linda Weisner, Dale Tessier, Diane Bonneau and Carol Kostek. Second shift checkers were Gage Spanknebel, Janet Hukowicz, Peg Banack and Jason Kostek. Constable was William Banack.

1847 was registered on the ballot box. There were **7** hand counted ballots. There were **270** Absentee ballots cast. There were **1044** Early Ballots cast. There was **11** UCAVA ballots, **2** provisional ballots (1 accepted), **1** spoiled provisional ballot.

Total votes cast= 1866.

A total of 3980 were eligible to vote in this election = 47% turn out

The polls were announced closed at 8pm by warden, Stanley Kostek. Counters were Janet Barrett and Brenda Tudryn.

DEMOCRATIC: 1640 VOTES CAST

SENATOR IN CONGRESS

Edward J. Marley received one thousand eighty votes	1083
Joseph P. Kennedy, III received five hundred forty six votes	546
All others	1
Blank	10
Total	1640

REPRESENTATIVE IN CONGRESS:

James P McGovern received one thousand four hundred sixty seven votes	1467
All others	2
Blank	171
Total	1640

COUNCILLOR:

Mary E. Hurley received one thousand three hundred sixty one votes	1361
All others	1
Blank	278
Total	1640

SENATOR IN GENERAL COURT:

Jo Comerford received one thousand four hundred twenty six votes	1426
All others	1
Blank	213
Total	1640

REPRESENTATIVE IN GENERAL COURT:

Daniel R. Carey received one thousand three hundred seventy nine votes	1379
All others	1
Blank	260
Total	1640

REGISTER OF PROBATE

Michael J. Carey received one thousand three hundred sixty four votes	1364
All others	2
Blank	274
Total	1640

REPUBLICAN: 225 VOTES CAST**SENATOR IN CONGRESS**

Shiva Ayyadurai received seventy nine votes	79
Kevin J. O'Connor received one hundred forty votes	140
All others	1
Blank	5
Total	225

REPRESENTATIVE IN CONGRESS:

Tracy Lyn Lovvorn received one hundred seventy three votes	173
All others	4
Blank	48
Total	225

COUNCILLOR:

*No Nomination

All others		4
	Blank	221
	Total	225

SENATOR IN GENERAL COURT:

*No Nomination

All others		8
	Blank	217
	Total	225

REPRESENTATIVE IN GENERAL COURT:

*No Nomination

All others		4
	Blank	221
	Total	225

REGISTER OF PROBATE

*No Nomination

All Others		5
	Blank	220
	Total	225

LIBERTARIAN: 1 VOTES CAST GREEN-RAINBOW: 0 VOTES CAST

DOINGS AT THE NOVEMBER 3, 2020 PRESIDENTIAL ELECTION

The polls were declared open at 7am by Warden, Stanley Kostek. Clerk was Joanne Pliska, help desk was Pat Coombs, checkers were: Dale Tessier, Linda Weisner, Diane Bonneau, Carol Kostek, Sharon Parsons, Jason Kostek, Janet Hukowicz, Peg Banack and Lorraine Herbert with Mary Cadorette as relief and William Banack as Constable. Counters were Vadja Waskiewicz and Janet Barrett, Members of the Fire and Police Departments were greeters and cleaners and extra security.

3477 was registered on the ballot box, plus **11** hand counts = **3488**

There were **5** provisional ballots, **2** were accepted (1 @ polls)

There were **24** SQV/UOCAVA ballots returned, **2** additional ballots were returned in time.

Grand total of ballots cast = **3515**

There were **11** spoiled ballots and **56** affirmations

There were **325** AVs and **2177** EVs

A total of **4117** voters were eligible to vote = **85%** turn out

The ballot box was emptied at 10:30am, 2:30pm and 5:30pm. Hadley participated in advance removal of ballot for the EV's

Counters were: Results were announced by Warden, Stanley Kostek.

ELECTORS OF PRESIDENT AND VICE PRESIDENT:

(D)	Biden and Harris received two thousand four hundred seventy six votes	2672
(GR)	Hawkins and Walker received twenty seven votes	27
(L)	Jorgensen and Cohen received forty nine votes	49
(R)	Trump & Pence received nine hundred twenty five votes	925
	Assorted write-ins	16
	Blanks	22
		Total 3515

SENATOR IN CONGRESS (FOR THE COMMONWEALTH)

(D)	Edward J. Markey received two thousand four hundred eight one votes	2481
(R)	Kevin J. O'Connor received nine hundred forty six votes	946
**	Dr. Shiva Ayyadurai received twenty one votes	21
	Assorted write-ins	1
	Blanks	66
		Total 3515

REPRESENTATIVE IN CONGRESS (Second District)

(D)	James P. McGovern received two thousand five hundred fifty eight votes	2558
(R)	Tracy Lyn Lovvorn received	851
	Assorted write-ins	1
	Blanks	105
		Total 3515

COUNCILLOR (Eighth District)

(D)	Mary E. Hurley received two thousand seven hundred ninety nine votes	2799
	Assorted write-ins	10
	Blanks	706
		Total 3515

SENATOR IN GENERAL COURT (Hampshire/Franklin/Worcester District)

(D)	Joanne M. Comerford received two thousand seven hundred ninety six votes	2796
	Assorted write-ins	11
	Blanks	708
		Total 3515

REPRESENTATIVE IN GENERAL COURT (Second Hampshire District)

(D)	Daniel R. Carey received two thousand eight hundred sixteen votes	2816
	Assorted write-ins	9
	Blanks	690
		Total 3515

REGISTER OF PROBATE (Hampshire County)

(D)	Michael J. Carey received two thousand five hundred nineteen votes	2519
	Assorted write-ins	10
	Blanks	986
	Total	3515

QUESTION 1 Auto mechanical data (Law)

YES received two thousand six hundred seventy two votes	2672
NO received six hundred ninety eight votes	698
Blanks	145
Total	3515

QUESTION 2 Rank choice voting (Law)

YES received one thousand eight hundred sixty two votes	1862
NO received one thousand four hundred eighty eight votes	1488
Blanks	165
Total	3515

QUESTION 3 100% Renewable Energy (Not Binding)

YES received two thousand two hundred ninety two votes	2922
NO received eight hundred fifty eight votes	858
Blanks	365
Total	3515

QUESTION 4 Publicly post votes House of Rep (Not Binding)

YES received two thousand seven hundred fifty eight votes	2758
NO received three hundred sixty two votes	362
Blanks	395
Total	3515

DOINGS AT THE NOVEMBER 14, 2020 SPECIAL TOWN MEETING

Susan Glowatsky and Sloane Spanknebel were checkers for this meeting. The meeting was called to order by Moderator, Randy Izer @ 1:03pm @ the Public Safety Complex (fire bays). A total of 140 voters (of 4111) were checked off for this Saturday meeting. David Nixon was acknowledged for the fifteen years he had served the Town as Town Administrator. This was David Nixon's last town meeting. Select Board member, David Fill, gave an update on the state of the town saying Hadley is in "great shape". Proper return of service for the warrant was noted and Pledge of Allegiance was given.

At the Town of Hadley Special Town Meeting that convened on November 14, 2020 at the Public Safety Complex with a quorum of 100 present and declared dissolved on November 14, 2020 by the Moderator, the following articles were so voted:

Article 1 Motion as shown in Consent agenda: Moved that the Town transfer **\$979.00** from Water Reserves and **\$976.00** from Sewer Reserves and raise and appropriate **\$1,680.00** to pay for FY 2020 invoices received in FY 2021.

Article 3 Motion as shown in Consent agenda: Moved that the Town adjust the accounts as printed in the warrant as delineated in Article 3 of the Special Town Meeting warrant for November 14, 2020 and incorporated by reference herein.

Article 4 Motion as shown in Consent agenda: Moved that the Town amend Chapter 86, Section 86-9 of the Code of the Town of Hadley to establish the following revolving fund as per the provisions of MGL Chapter 44, Section 53E½ as delineated in Article 4 of the warrant of the Special Town Meeting and incorporated by reference herein.

Description	Responsible Department	Purpose	Source of Funds	Annual Expenses Allowed
Inspections Permit Software Fees	Building Inspections	Payment of permit software fees for permits issued by the Building Inspector, Electrical Inspector, and Plumbing and Gas Inspector	Surcharge received per permit issued	\$10,000

Or take any action relative thereto.

Article 5 Motion as shown in consent agenda : Moved that the Town transfer **\$1,410.00** from Free Cash to fund the account listed in Article 5 of the warrant of the November 14, 2020 Special Town Meeting and incorporated by reference herein.

Receiving Account	Account Number	Amount To Be Transferred	Source of Funds
CPA Zatyryka Park	21-650-5890-S65	\$1,410	Free Cash

The Moderator declared all articles included in the Consent Agenda passed unanimously.

Article 2 Motion was made and seconded that the Town amend the FY 2021 General Fund Budget in Article 8 of the Annual Town Meeting warrant held on June 20, 2020 as follows: raise and appropriate and transfer from available funds the estimated amounts in Article 2 Table A as presented at the November 14, 2020 Special Town Meeting and incorporated by reference herein.

Table A	FY 2020 Revenue	FY 2021 Revenue
Revenue:		
Rasie and Appropriate	\$ 17,493,494	\$ 15,978,244
Free Cash	\$ -	\$ 752,009
Stabilization	\$ -	\$ 530,000
interfund Enterprise Receipts	\$ 424,709	\$ 407,999
MSBA Debt Fund Reserve	\$ 2,444	\$ 2,444
November 2014 Premium Balance	\$ 928	\$ 928
TOTAL REVENUE	\$ 17,921,575	\$ 17,671,624

Motion was made and seconded (Molly Keegan) to “friendly amendment” to reduce revenue taken from Stabilization (→375,000) and increase raise and appropriate (→16,133,244.00). After much discussion, James Maksimoski moved to the previous question. Motion was made and seconded to move the question. The Moderator declared motion to move passed 122-8. Motion was made and seconded to vote on amendment. The Moderator declared the amendment fails. Motion was made and seconded to vote on original article as written.

The Moderator declared Article 2 passed 112-8.

Article 6 Motion was made and seconded that the Town reduce the rate of interest that accrues on property taxes deferred by eligible seniors under G.L. Chapter 59 Section 5 Clause 41A from 8% to 4%, with such reduced rate to apply to taxes assessed for any fiscal year beginning on or after July 1, 2021.

The Moderator declared Article 6 passed.

Article 7 Motion 1 Motion was made and seconded that the Town transfer:

1. **\$25,000** from Water Reserves for Callahan Well #1 Reconditioning for the Department of Public Works; and
2. **\$18,000** from Hadley Media Reserves for equipment for Hadley Media.

The Moderator declared all article 7.1 passed.

Article 7 Motion 2 Motion was made and seconded that the Town appropriate **\$63,000.00** to pay costs of purchasing and equipping a cruiser for the Police Department including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Article 7.2 passed 126-4.

Article 7 Motion 3 Moved that the Town appropriate **\$21,250.00** to pay costs of purchasing ballistic vests for the Police Department including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Moderator declared Article 7.3 passed 129-1.

Article 7 Motion 4 Motion was made and seconded that the Town appropriate **\$64,575.00** to pay costs of purchasing and equipping a vehicle for the Fire Department including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Article 7.4 passed 126-4.

Article 7 Motion 5 Motion was made seconded that the Town appropriate **\$35,000.00** to pay costs of purchasing extrication equipment and air bags for the Fire Department including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The Moderator declared Article 7.5 passed 127-3.

Article 7 Motion 6 Motion was made and seconded that the Town appropriate **\$40,000.00** to pay costs of purchasing and equipping a mower for the Department of Public Works including the payment of all costs incidental and related thereto, and that to meet this appropriation the Treasurer with the approval of the Select Board is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(1) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

The first count by the moderator was questioned by Michelle Morris Friedman and the votes were recounted.

The Moderator declared Article 7.6 requiring a 2/3rds majority failed: 42 yes, 31, no.

At 2:15pm Select Board member, John Waskiewicz, questioned the quorum. 140 voters were initially checked into the meeting. At the time in question, after a head count, there were only 90 voters present. The Select Board voted 3-2 to dissolve Town Meeting.

The Moderator declared the Special Fall Town Meeting of November 14, 2020 was dissolved @2:30pm. Adjourned.

Articles not addressed:

Article 8	CPA-Emergency rental assistance for Covid-19 (\$100,000.00)
Article 9	CPA- Cemetery preservation (\$154,999.85)
Article 10	Zoning Bylaw-new definitions
Article 11	Zoning Bylaw-Allow transfer of \$\$\$ into Housing Trust Fund
Article 12	General Bylaw-Stretch Energy Building Code-Green Communities

REPORT OF THE BOARD OF REGISTRARS TO THE BOARD OF SELECTMEN AND THE CITIZENS OF HADLEY

ELECTIONS/MEETINGS HELD IN 2020

*March 3rd	Presidential Primary
*May 16th	Annual Town Election
*June 12th	Annual Town Meeting
*September 1 st	State Primary
*November 3 rd	Presidential Election
*December 14 th	Special Town Meeting

UPCOMING ELECTIONS AND TOWN MEETINGS FOR 2021

*April 13 th	Annual Town Election
*May 6 th	Annual Town Meeting
*Oct/Nov tbd	Special Fall Town Meeting

What does the Board of Registrars do?

- compile town census—street list
- work town meetings
- certify petitions for all local/state/federal meetings and elections
- certify nominations for all local/state/federal elections
- voter registration sessions for town/state/federal elections and town meetings
- office coverage during all elections
- certify/disqualify provisional ballots
- maintain CVS database as well as index file
- All voter registration

ANNUAL TOWN CENSUS COUNT AS OF JANUARY 1, 2020

5173

2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
5165	5079	4916	4859	4747	5198	5065	5013	5055	5178

17 & younger = 641
18-59 yrs. = 2791
60+ = 1741

REGISTERED VOTERS AS OF JANUARY 1, 2020

___3937___

2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
------	------	------	------	------	------	------	------	------	------

3896	3944	4035	3636	3611	3501	3901	3655	3430	3706
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REMINDERS

*If you are a Massachusetts resident and U.S. citizen who will be 18 years old on or before the next election, you may register to vote not only at the Town Clerk's office but at many state agencies or by using a mail in voter registration form which is available at the Post Office and Town Hall. You may also call the Town Clerk's office if you would like a form mailed to you or if you have a question pertaining to elections or voter registration!

***PLEASE** remember to return your **town census**- it is used for more than just the Street List!

Respectfully Submitted,

Beverly Rhodes, Gladys Nicholson & Jessica Spanknebel
Board of Registrars

Fire/Rescue and EMS Department

2020! Just when you think that it can't get any more challenging...along comes a major pandemic! I would like to extend my sincere and deepest thanks and appreciation to all of the members of our Public Safety Departments who worked continuously throughout the year, despite the potential for exposure and illness from COVID, to ensure the Town of Hadley continued to provide essential emergency services and support to its residents and business. Also, to our Town Offices and Boards who continued to operate the business of the Town from their homes and offices. Your commitment to the community during this pandemic was and continues to be amazing. I would also like to extend a special thanks to the members of our Unified Command Team which was implemented in March of 2020: Christian Stanley and David Fill (Select Board), David Nixon and Carolyn Brennan (Town Administration), Michael Mason (Police Chief) and Mitch Kuc (Lieutenant), Annie McKenzie (Superintendent of Hadley Schools) Emma Dragon, Richard Tessier, Greg Mish and Susan Mosler (Board of Health), Evan Briant (Deputy Fire Chief) and Jennifer Sanders James (Administrative Assistant-Select Board). Christian Stanley, Chair of the Select Board stated it best in his letter to the Town on March 17th of 2020 "We have an outstanding, well prepared Public Safety Department that is available 24 hours a day. Over 359 years Hadley has faced numerous challenges and we have persevered, I am confident that this tradition is being carried on today and in due time life will come back to normal."

I would like to thank Council on Aging Director Haley Wood and her staff for coordinating with the fire department on the grocery delivery program that supported our seniors who were unable to shop due to the pandemic and potential exposure hazards. Members of our department as well as volunteers assisted in weekly shopping and delivery of groceries to numerous senior homes which allowed us to "check-in" and make sure our residents had what they needed. Despite critical shortages in groceries and supplies our department went the extra mile to make sure folks had the basics.

Thank you to Jenny Vanasse and the Park and Recreation Department along with Lauren Trembley-Administrative Assistant to the Police Department for planning and organizing the many outreach events we were able to provide safely to bring cheer and a glimpse of normalcy during the pandemic. The Easter Bunny Parade, Halloween Trunk or Treat Drive Thru at the Public Safety Complex and Santa Delivery and Cookies and Cocoa drive thru with Santa event were all very well attended. I would like to extend a special thank you to my daughter Sloane Spanknebel for her help spreading Easter cheer in the Bunny costume this year!

MAJOR INCIDENT TYPE # INCIDENTS % of TOTAL		
Fires	33	2.48%
Rescue & Emergency Medical Service	804	70.96%
Overpressure rupture, Explosion (No Fire)	3	0.23%
Hazardous Condition (No Fire)	73	5.48%
Service Call	60	4.5%
Good Intent Call	58	4.35%
False Alarm & False Call	256	19.22%
Severe Weather & Natural Disaster	44	3.3%
Special Incident Type	1	0.08%
TOTAL 1332 - 100.00%		

The Fire department responded to 1332 calls for service which is approximately an 8.5% decrease from 2019. Approximately 70% of the calls occurred during the hours of 6am and 6pm. The decrease was mainly in Rescue and Emergency Medical Services due to the COVID outbreak as residents were remaining at home and many were not seeking medical care unless extremely ill. A detailed summary of responses can be found on the Hadley Fire Department Website at www.hadleyma.org.

The Department requested mutual aid from South Hadley Fire District #1 once, South Hadley Fire District #2 once, Northampton Fire/Rescue twice, and Amherst Fire three times. Hadley Firefighters were requested for mutual aid calls to Leverett four times for a large wildland fire, Northampton twice for structure fires, Easthampton once for a structure fire, Sunderland for one structure fire and one river rescue, Granby once for a brush fire and Agawam as part of a District 10 Fire Mobilization task force assignment at the Bondi's Island Fire. I would again like to thank all our mutual aid partners and Regional and State resources who continue to answer our calls for assistance regardless of the strain it may put on their own departments and community resources.

I would again like to thank our contracted EMS partner, Action EMS and the dedicated paramedics and EMT's who have become a part of the public safety family here at the station. Our own Hadley Med 1 was again busy in 2020 with the addition of new protocols to ensure the safety of the responders as well as their patients as a result of the COVID pandemic. Your commitment and dedication to our community is greatly appreciated. Despite the decrease in responses due to COVID I am happy to report that the Town of Hadley received a reimbursement in the amount of \$138,922 for the FY21 contract (\$282,250). The reimbursement is part of the contract and is a result of Action EMS reaching its specified call volume and revenue. Below please see the 2020 call volume which was provided by Action EMS.

**Transport vs. Non-Transports
HADLEY**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Grand Total
Non- Transports	36	34	53	23	29	19	40	49	55	51	53	50	492
Canceled By Fire	3	3	5	4	6	4	9	6	7	2	14	9	72
Canceled By Police	5	8	5	1	4	2	6	7	6	14	2	9	69
DOS						1		1	1		1	1	5
No Patient Found						1		1	2		1		5
Other	2		4	2	3	5	5	4	4	1	7	2	39
Other Service			1		1		2	1	4				9
Patient Refusal	24	21	37	16	14	6	17	28	30	34	28	28	283
Triage to BLS	2	2	1		1		1	1	1			1	10
Transport	70	72	35	34	44	61	54	67	53	45	56	71	662
Transport	70	72	35	34	44	61	54	67	53	45	56	71	662
Grand Total	106	106	88	57	73	80	94	116	108	96	109	121	1154

On behalf of the members of the Hadley Fire Department we wish to thank the Town of Hadley for its support in the completion of the new North Hadley Fire Station. The station officially went on line in October housing our 2006 Seagraves Engine 3, Tanker Truck and M5 Mini Pumper. The station provides the Town with a redundant and back up dispatch center and safety complex. The department is hoping to have an open house soon so stay tuned!

The department had a changeover in fulltime staff this year with our fulltime firefighters. I am proud to introduce Firefighter/EMT-B Tyler Hallock who started with the department in July. Tyler grew up in New York however he has family here in Hadley and attended the University of Massachusetts completing his B.A. in Psychology and also obtained the rank of Deputy Chief of the University of Massachusetts Student Force. He now lives in Leverett and is a member of the Call Force. He has seamlessly transitioned into his new role on

Group B under the direction of his supervisor and was accepted into the Paramedic Program at Greenfield Community College.

We continued to recruit new call force members and our department closed out 2020 with 6 full time staff and 18 call force members which is an increase of 2 from 2019. I would again like to thank the Superintendent of Hadley Schools Dr. McKenzie and Hopkins Academy Principal April Camuso, as Deputy Chief Briant and I continued the Public Safety 1 program at Hopkins Academy however on a very limited basis due to COVID. It is our hope to have the program back to its original content and I would like to thank the 7 students that signed up for the program this year.

I would like to extend a sincere thank you and congratulations to Building Commissioner Tim Neyhart for his 31 years of service to the Town of Hadley. Tim and I worked closely together conducting inspections and reviews of the countless projects in Town. His partnership with Public Safety and continuous volunteer work for the Town is immeasurable! Thank you again Tim, for all you have done for the Town of Hadley!

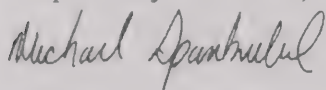
A special thank you to Richard Tessier for coming on board as an interim office assistant for the fire department after his many years of service to the Town of Hadley on the Board of Health. His knowledge and expertise in all areas of public health significantly supported the department through this tough COVID Pandemic including preparing for Town Meetings and elections as well as assisting with inspections of restaurants as they adjusted for outside seating and limited indoor operations. Mr. Tessier officially retired from the Town in November and we all miss him. Thank you for all of your years of service to the Town of Hadley!

To the members of my department, I again thank you for your commitment and dedication responding to calls for service at all hours of the day and night, sometimes interrupting your work and family time is truly commendable! I would also like to thank your families for allowing you to participate and take time which could be spent with husbands, wives, children and friends. To my family, (Jess, Gage and Sloane) thank you for your continued support and understanding for all the nights I come home late from the station and then run back out the door at all hours of the day and night.

In closing, I truly thank all of the residents of Hadley for your continued support and trust in the men and women who work hard to serve and protect you. I look forward to continuing to serve as your Fire Chief and I again I ask that if you ever have any questions, concerns or require assistance to not hesitate to call. It is my hope that you will contact us if you have any fire safety related questions or if you simply need assistance changing batteries in or installing new working Smoke and Carbon monoxide detectors or Lock Boxes. Please check out our Facebook Page and the Town Website for department information and links to additional fire prevention information.

**LET US NEVER FORGET 9-11-01 AND THE ALL FIRE DEPARTMENT LINE OF DUTY DEATHS
&
SMOKE & CARBON MONOXIDE DETECTORS SAVE LIVES SO WHEN YOUR CLOCKS CHANGE,
CHANGE YOUR DETECTORS BATTERIES**

Respectfully submitted,



Michael H. Spanknebel
Fire Chief

Police Department

As we all know, 2020 was a year that we were anxious to put behind us. The murder of George Floyd by police in Minneapolis had a world-wide effect on policing and prompted landmark legislation and changes to policing services. COVID-19 brought almost daily challenges to our department and further altered how we operate.

Regardless, your Police Department continued to work very hard to maintain the Town of Hadley as a safe place to live, visit, and shop. Along with these overarching duties, your officers, dispatchers, and support staff also took on other roles to help bring a sense of normalcy back to our community. They did birthday parades all throughout the summer, they began helping with meal deliveries for our seniors and are still doing so every week. We have organized and collaborated with the Fire Department to put on Trunk or Treat and other holiday events so the kids (and adults!) could have an alternative to any holiday traditions which were cancelled by COVID. These are the kinds of things that make me proud to call myself a member of this agency. This Town has a group of people who work here who truly care about the wellbeing of this community.

Officers Casey Gilbert, Jacob Laughlin, and Jacob Marini all attended and successfully completed the full-time police academy, graduating in July. Officer Gilbert returned to her post as the school resource officer, and Officers Marini and Laughlin returned to the midnight shift where they have been extremely active, making numerous arrests for Drunk and Drugged Driving. Officer Brendan Smith began the full-time police academy and is due to graduate in February of 2021.

Sergeant Kenneth Hartwright retired in January of 2020 after nearly 40 years of service to his country and to the Commonwealth of Massachusetts, of that, nearly 10 years to the Town of Hadley. Officer Thomas Chabot was promoted to Acting Sergeant and began supervising the midnight shift. He will also be responsible for police grant-writing.

Detective/Sergeant Green continues to supervise the 3pm-11pm and investigations, and Sgt. Michael Romano became the day shift supervisor following Acting Sergeant Chabot's assignment to midnight. Detective Joel Kupeyan completed numerous investigations and brought 57 cases forward for criminal charges.

We also added to our Special Police ranks by hiring Officer Ethan Krauss, and we anticipate a hiring process in early 2021.

In January of 2020, Dispatcher Meghan Cahill was hired as the first ever Dispatch Supervisor. She oversees the day-to-day operation of Police, Fire, and EMS dispatch, manages the department schedule, grants, and quality control to name a few. She also assists in dispatch during high call volume times and fills in when there are vacancies to reduce overtime. She has done a phenomenal job improving several processes within the Dispatch Center, including the development of a process for recognizing and rewarding staff for exceptional service. Dispatchers Berit Bjerkadal and Karlee Hamelin joined Dispatcher Daniel Thibault and Elizabeth Niedziela as full-time dispatchers.

In July of 2020, we began to deploy our Body Worn and Cruiser Cameras. Funds for this equipment was paid for by an allocation by the state, and the remaining funds were approved by town meeting. The Watchguard Camera system incorporates a three-camera system in each patrol car, and syncs with the officer's body worn camera. In addition to the officer being able to activate the cameras manually, the system also automatically activates in a number of situations, such as when officer turns on their lights and siren. The three-camera system for the cruiser includes a fixed front-facing camera, a wide view camera that can turn 360 degrees, as well as a

fixed-camera in the prisoner seat area. The body camera records both video and audio from the perspective of the officer.

Once again in 2020, we were fortunate that our town residents approved articles at town meeting that will allow for us to grow and improve our department, and we are all extremely grateful. Of those articles, we are appreciative of the continuous support on the necessary annual replacement of a cruiser. Annual cruiser replacement is as necessary as our regular maintenance. As cruisers become older with higher mileage, they become a financial liability as more components wear. The mileage of a cruiser being repaired is placed onto other cruisers, and thus increases wear on those other cruisers.

In 2020, we maintained 13 total cruisers in our fleet, and the fleet is divided in to three divisions: Patrol, Administration, and Utility.

The patrol fleet consists of 7 marked cruisers:

Cruiser 30-2017 Ford Explorer

Cruiser 32-2013 Ford Explorer

Cruiser 34-2020 Ford Explorer (Gas/Electric Hybrid)

Cruiser 35-2017 Ford Explorer

Cruiser 37-2020 Ford Explorer

Cruiser 38-2020 Ford Explorer

Cruiser 39-2015 Ford Explorer (K9)

Admin cruisers are driven by detectives and supervisors.

Cruiser 29-2019 Ford Explorer

Cruiser 41-2014 Ford Explorer

Cruiser 42-2016 Ford Explorer (paid for by state grant)

Utility cruisers are some of our oldest cruisers that were decommissioned from day-to-day use. They are used for construction details, officers attending training, and other non-patrol related functions. Using vehicles in this capacity keeps mileage and excessive wear off cruisers in the patrol fleet, extending their use.

Cruiser 31- 2009 Ford Crown Victoria (Purchased from UMass Surplus)

Cruiser 36- 2012 Ford Explorer

Cruiser 40- 2010 Ford Expedition (Purchased from UMass Surplus)

Our statistics for 2020 are as follows:

-14,151 Calls for service. These include calls coming into our dispatch center for assistance in which the police, fire department/ambulance are dispatched and initiated calls like traffic stops, property checks, and all fire services.

-453 Reports Taken. These can include anything from disturbances to something out of the ordinary that the officer simply wants to document for future reference. They are also crimes where a suspect is not immediately apparent.

-244 Crash Reports. Any crash that occurs on a public way and/or the damage from such a crash is estimated to be over \$1,000 is documented in this manner.

-413 Arrests or Criminal Charges. These include actual “custody” arrests and criminal charges which are filed if the suspect is unable to be taken into immediate custody. This was a record high for our agency.

-1391 Traffic citations issued. This includes both written warnings and civil citations where a fine is attached.

As always, I want to thank Mike Spanknebel, Anne McKenzie, Carolyn Brennan, David Nixon, Chris Okafor, the Select Board and Finance Committee, and all who work in Town Hall and other town departments/boards for all that they do to help us continue to move forward. Their partnership and collaboration are very important to our success. Congratulations to David Nixon on his retirement, we wish him the best in his future endeavors, and are thankful for his support during his tenure in Hadley.

As we enter 2021, our agency is committed to becoming Accredited, which is the pinnacle of policing standards and best practices. We are also prepared for and have already reached many of the goals set forth in the Police Reform bill and the soon to be created, POST Commission. We look forward to meeting the challenges this will bring and I have every confidence that this agency will achieve and even exceed the expectations set forth by this new Commission.

Respectfully,
Michael A. Mason
Chief of Police



Public Works

The mission of the Department of Public Works is to provide the safest, and the most efficient and effective operation of the town services and the most efficient maintenance, repair and capital improvement of town infrastructure in the most courteous, professional and citizen-responsive manner. The Department of Public Works provides the essentials of daily living to all the residents and businesses of Hadley which include the distribution of safe, clean drinking water; the maintenance of town roads, sidewalks, sewer and storm drainage infrastructure; collect and treat wastewater; maintenance and care of public shade trees located in town right-of-way (TROW) public building maintenance and cemetery.

This mission is accomplished through the department multi-disciplinary Divisions including Administration, Highway/Vehicle Maintenance, Building Maintenance & Cemetery, Water and Sewer. The Department is also responsible for the care and maintenance of Public facilities.

Administration

The DPW Administrative staff is responsible for the budgeting, planning, construction, maintenance and overall management of the entire scope of services provided to the citizens of Hadley by the department. They also provide effective leadership and management support and direction working to maximize resource performance and achievement of department outcomes in the functional areas of operating and capital budget. The success of the Department could not occur without the talent and commitment that exists within its workforce, along with the support and guidance that is provided by the Select Board, Town Administrator and the cooperation that exists between town departments.

Highway Division

- Chapter 90 road work
 - Hot Mix Asphalt
 - Rocky Hill Road, South Maple Street (Bay Road to Moody Bridge), Breckenridge (Rocky Hill to Huntington); Mt Warner Road; Lady Slipper Lane; Aloha Drive; West Street and Moody Bridge Road
 - 20% Rubber Chip Seal
 - Wastewater Plant
 - Crack Sealing
 - Wastewater Plant
- Highway Garage Gable Ends repaired
- Storm water & MS4 Program Annual Reports
- Agricultural and drainage ditch maintenance and rip rap various locations
- Town wide road stripping
- Drain pipe replacement at Russell School
- Drain pipe replacement on Mill Valley Road
- Asphalt – potholes repair town wide
- Major repair- removed rotted metal 30” culvert on Mill Valley Road and replaced with ADS pipe
- Extensive tree removal due to major storm Isais
- Maintenance of Hadley Common and Parks

Building Maintenance Division

- Cemetery
- Public building maintenance – town wide

Water Division

- Security fence at Mt Warner & Mt Holyoke installed per DEP requirement
- Water main replaced/ repaired at Moody Bridge Rd to a 2” main
- Callahan Well #2 reconditioned and cleaned
- Installed Hydrant markers
- Callahan Well #2 reconditioned and cleaned
- Pump tests completed on Mt Warner Well #2 to evaluate whether it can become active again
- Eight new water services
- 475 backflow tests completed
- 15 backflow surveys completed
- 235,044,717 gallons of water pumped

Wastewater Division

- Wastewater pumps replaced at Water Plant
- Sewer pumps replaced at Mill Valley pump station
- Replaced grinder assembly used for grit and rags at Wastewater Treatment Plant
- Fixed sewer pipe at Hawley Pump Station
- The annual Grease Trap Inspection Program of all restaurants continue to provide benefits by eliminating grease fats and oils from entering the collection system and helping to avoid costly maintenance/pipe repair.
- 1,017,000 gallons of sludge were shipped to the Lowell WWTP for dewatering and incineration
- The Wastewater Treatment plant processed an average of 122, 000,000 gallons in 2020

Personnel Changes:

- Mike Pequinot and Rosemary Greaney retired in February 2020
- Jessica Perron joined us in March 2020
- Isaac Golding resigned
- Peter Clough transferred from the Water Division to Wastewater Division
- Wade Vandoloski joined us in January 2020
- Ray Russell transferred from the Highway Division to Water Division
- James Jekanowski promoted to DPW Foreman
- Jebediah Johansmeyer joined us in October 2020

In closing, I would like to acknowledge the services of Rosemary Greaney for her 22 years of service and Mike Pequinot for his many years on the Finance Committee and 13 years at the Department of Public Works, equaling over 35 years of service.

I would like to thank the residents of Hadley, Select Board and Town Administrator for their support. I would also like to thank the hard-working personnel of the Department of Public Works for their hard work, dedication and service.

Respectfully submitted,

Chris Okafor
DPW Director



Example of the agricultural and drainage ditch maintenance.

Cemetery Committee



Old Hadley Cemetery

The Cemetery Committee advises and assists the Cemetery Division of the Department of Public Works which operates and manages five historic town cemeteries dating back to the 17th century, including the Old Hadley, Hockanum, North Hadley, Russellville and Plainville Cemeteries.

2020 Projects and Activities

In 2019, the Cemetery Committee received Community Preservation Committee and town meeting approval for undertaking gravestone restoration work at the Old Hadley and Plainville Cemeteries as well as approval to conduct a study of alternatives for the Hockanum Cemetery Stone Fence. Contracts were awarded in 2020 for these projects. Gravestone restoration work at Plainfield Cemetery has been substantially completed and work at Old Hadley Cemetery is expected to be undertaken in 2021.

The Hockanum fence study was completed in 2020 in consultation with the Hadley Historical Commission. The Cemetery Committee will be requesting town meeting approval for implementation of the recommended fence replacement alternative.

American flags were placed at veterans' graves for Memorial Day. The committee gave tours of the Hockanum Cemetery as part of Barstow's Hockanum Village Day. The committee also handled several requests for historical/family information at the cemeteries.

Looking Ahead in 2021

The Cemetery Committee is requesting town meeting approval for three important cemetery projects that have previously received Community Preservation Committee approval for CPA funding. These include restoration of gravestones at North Hadley and Russellville Cemeteries and replacement of the stone fence at the Hockanum Cemetery.

The committee will continue to work, in cooperation with the DPW, on improving record keeping, developing a data base of the approximately 350 veterans interred in the town's cemeteries, repair/replacement of fencing, and restoration of gravestones, including arranging for a workshop on gravestone restoration and cleaning methods.

Our thanks to Hadley Department of Public Works and Cemetery Division foreman Gary Berg who are responsible for the day to day job of operating and maintaining the town cemeteries.

We also deeply appreciate the support and interest of the Community Preservation Committee and Town Meeting in keeping our historic town cemeteries beautiful and respectful places for families and visitors.

The Cemetery Committee can be contacted by calling the Public Works Department office.

Respectfully submitted,

Town of Hadley Cemetery Committee:

Alan Weinberg	Chair and Old Hadley
Mary Thayer	Hockanum
Diane Stengle	Russellville
Emily Remer	Plainville
(vacant)	North Hadley

Planning Board

To the Citizens of the Town of Hadley:

The Planning Board started off 2020 in the usual way of conducting Public Hearings and meetings, but COVID caused a shutdown of typical Public Hearings and Meetings in March. The Planning Board resumed their meetings via ZOOM but Public Hearings via ZOOM did not begin until late October. The majority of applications, in 2020, were for Accessory Apartments. The Board has been working on various amendments to the Zone Bylaw: consolidating definitions into one section and defining some terms that were not defined; amending the parking requirements in the Industrial Zone; amending the Inclusionary Zone Bylaw to allow, as an option, a developer to pay a fee to the Hadley Affordable Trust Fund in lieu of actual construction of an affordable unit; regulations for the Planning Board to adopt; and changes to the Flood Plain section of our Bylaw that will be required by State regulations.

The Planning Board continues to utilize the contract planning services of the Pioneer Valley Planning Commission (PVPC) for zoning consultation.

And, as in past reports the Planning Board would like to thank John Harrison and Hadley Media for their continuing, thorough coverage of the Planning Board meetings.

Respectfully submitted:

William E. Dwyer, Jr. - Clerk
James J. Maksimoski - Chairman
Mark Dunn
Michael Sarsynski
Joseph F. Zgrodnik

Building Department and Inspections

This is my first annual report as the Town of Hadley Building Commissioner. My name is Thomas Quinlan Jr. I would like to thank the Select Board and Residents of Hadley for giving me this opportunity to work for the town I grew up in. I have worked in the Cities & Towns for Easthampton, Greenfield, Westhampton, Sunderland, Goshen, and Southampton which I was the Building Commissioner for the previous 6 ½ years.

I am taking over the previous Commissioner Timothy Neyhart. Mr. Neyhart will be missed and I would like to thank him personally for over 31 years as the Town of Hadley Building Commissioner. Mr. Neyhart has always been fair as well as helpful to the residences of Hadley and contractors. Mr. Neyhart agreed to stay on as an alternate Building Inspector. This has been very helpful in the transition taking over this office.

We have been very busy in this department. This has to do with Covid-19 and working with Fire, Licensing Coordinator, and Board of Health in getting businesses opened safely. The department has also received, reviewed, and issued more permits than in years previously. That being said we have not missed a beat during Covid-19.

A building permit is required by the State Building Code to construct, alter, repair, remove, or demolish a building or structure, or to change the occupancy of a building or structure. If you are not sure whether your project will require a building permit, please call before you begin construction.

Permit applications are found on the Town's website: (www.hadleyma.org) and completed on line.

The Building Commissioner's office has been closed during COVID-19. If you have a zoning, building, or permitting question, please call my cell 413-364-7782. I can also make myself available to come to your home or business if you needed. When the Town Hall opens back up to the public, the office will be open Monday thru Friday 7:00 am - 12:00 pm & 1:00 pm to 3:30 pm (***Best to call ahead to make sure Office is OPEN***).

Respectfully submitted,

Thomas F. Quinlan Jr.
Hadley Building Commissioner/Zoning Enforcement Officer

Building Department Annual Report Table

PERMITS	#	Fees Paid	Project Cost
Single Family New Construction	8	\$ 17,053.00	\$ 3,171,000.00
Residential Renovations	266	\$ 50,253.49	\$ 3,835,967.60
Commercial Renovations	53	\$ 40,617.60	\$ 4,138,396.00
Schools & Other Educational	7	\$ 8,430.00	\$ 649,194.00
Other Misc. Structures	12	\$ 1,620.00	\$ 266,150.00
Other Misc. Buildings	10	\$ 2,357.44	\$ 274,690.00
Solar Residential	11	\$ 3,047.00	\$ 255,180.00
Restaurants	2	\$ 555.00	\$ 4,600.00
Demolition	4	\$ 400.00	\$ 67,200.00
Sub-Total	373	\$ 124,333.53	\$ 12,662,377.60
Plan Reviews and		\$ 10,820.52	
Working without a permit fees			
Totals	373	\$ 135,154.05	\$ 12,662,377.60
Plumbing	73	\$ 12,955.00	
Gas	71	\$ 5,875.00	
Electrical	220	\$ 29,309.00	
Weights & Measures	39	\$ 22,519.00	

Community Preservation Act Committee

Thank you for this opportunity to report on the activities of the Hadley Community Preservation Act committee for 2020. This has been a very active and productive year for community preservation in Hadley.

For the June 20th Annual town meeting the following actions were approved.
\$3000 for the committee administrative fund.

Article 16. \$6,000.00 to the Hadley Department of Parks and Recreation for electrical service and picnic tables for the Hadley Elementary School pavilion.

Article 17. \$2,250.00 to the Goodwin Library Board of Trustees for the public purposes of preservation and display in the new library of the round window and metal brackets of the Hooker Elementary School.

Article 18 \$1,500.00 to the Hadley Health Department for water testing for public safety.

Article 19 \$25,000.00 to the Municipal Building Committee for an elevator design study for the Goodwin Memorial Library building.

Article 20 \$226,093.00 to the Hadley Select Board for the renovation of the Goodwin Memorial Library building into town offices.

Article 21 \$4,200.00 to the Historical Commission for the preservation of two 1740 era deer skin maps of Hadley.

The following article failed to pass, being only the third CPA project to be rejected by town meeting.

Article 15. \$110,000.00 to the Hadley Parks and Recreation for a fitness park for Zatyarka Park. *There was much discussion on this article. The Moderator declared Article 15 failed 26-90.*

No CPA projects were voted on during the special Town Meeting of 11/14/2020 because of a lack of a quorum. For the year, CPA raised \$291,742 in local tax revenue, while the state matching funds were \$197,928 or 67.8%. By years end the total amount of funds available to CPA projects was \$2,653,070.68.

There were some changes in committee personal, with Edwin Matuszko re-elected to the Chair and Amy Fyden elected as Co-chair. Mary Thayer was elected treasurer. Also leaving the committee was Dr. Joseph Zagrodnik who will be missed. He was replaced by Marc Dunn, the new representative of the Planning board. Finally we welcome Cassaundra Gonzalez as an at large member.

We thank Andrew Morris-Friedman for his work as chair on the committee, helping applicants with their proposal requests and helping pass many projects.

Special thanks to Mark Dunn for picking up the old maps from the conservator, at his own expense and returning them to Hadley. It is hoped that the maps will be given a permanent place to be kept safely for future generations. Thanks also to David Moskin for his work in preserving the Hooker School window and bracket project.

Historical Commission

The Hadley Historical Commission had an unusual year with gaps in meetings and projects put on hold. We move into 2021 with high hopes to renew these projects and get moving on some exciting prospects for preserving the historical character of our town.

We started out 2020 with the hopes of digitizing our records. We met with Jennifer Sanders James to learn how to use the digitization program and begin the process. With the shut-down of Town Hall to non-essential personnel, the project has been put on hold.

We were excited to participate in the Town of Hatfield's 350th celebrations on Incorporation Day on May 31, 2020. There was to be a boat crossing the Connecticut River from Hadley to Hatfield followed by a church service at the First Congregational Church of Hatfield. Unfortunately, this event was canceled.

Meetings were put on hold from February to August. In July we voted to approve the new sign at the First Congregational Church of Hadley. In August we were invited to join the Cemetery Committee at Hockanum Cemetery to discuss the deteriorating stone fences. The Historical Commission recommended to replace the existing stone fences with granite posts with a single chain between each and to create entrance columns from the original stone fences.

Meetings resumed via Zoom in September with Diana West stepping in as chairperson. The Commission thanks Judy Stone for previously serving as chair. Throughout the fall the Commission was kept apprised of the ongoing negotiations between the buyer of the North Hadley Village Hall and the town. We hope that the sale will go through with a preservation restriction in place. We also continue to monitor the plans for Russell School and hope an agreement can be met where the historical exterior of the building is preserved.

Moving into 2021, the Commission continues to work on a project to install historical marker signs along Route 47 and on the town common by the bike path. We are also working on a driving audio tour of the town which will then become a podcast. Lastly, we are researching the possibility of having a Local Historic District.

Two members of the Commission resigned this year, Ginger Goldsbury and Carolyn Holstein. Many thanks to their years of service on the Commission. As Carolyn also resigned from her position as a representative of the Commission on the CPA Committee, the Commission voted to appoint Denise Barstow to serve in this role.

The Commission has the potential to have seven members and we currently have four. If you are interested in serving on the Commission, please contact chairperson Diana West.

Respectfully submitted,
Hadley Historical Commission

Diana West, *chairperson*; Stacey Cooney, *clerk*; Denise Barstow and Judy Stone

Conservation Commission

The Conservation Commission meets the second Tuesday of each month. Because of the Coronavirus epidemic and Governor's emergency restrictions, no in-person public meetings were allowed from mid-March through the end of the year. All our Conservation Commission meetings were held over Zoom from April on. While this allowed good participation without having to leave home, it meant a lot more preparation before and work afterwards to provide information for meetings remotely and obtain signatures on legal forms. It meant applicants had to provide materials electronically and attend Zoom meetings to present their projects. Some activities, such as a tree planting dedicated to our former Conservation Chair Paul Alexanderson, was postponed several times during 2020. We are now waiting for the return to public gatherings to schedule this event.

Although the emergency restrictions allowed Boards and Commissions to postpone public hearings until after the emergency order was lifted, the Commission decided to continue their permitting with the remote meetings. During meetings in 2020, we reviewed 3 Notices of Intent in 8 Public Hearings. There was one amendment requested to an existing Order, and 4 Requests for Certificates of Compliance. There were 12 new Requests for Determinations, reviewed in 17 Public Meetings. These ranged from porches, decks, garages, additions and other improvements to existing structures, to a ground mounted solar array, new house, removal of hazardous trees, and wetland boundary confirmation. There were 5 requests for Emergency Orders. There were several violations with enforcement action for working in wetlands or 100' buffer zone without a permit, 4 after-the-fact filings, and 2 Enforcement Orders. We also worked on a number of ditch questions and projects.

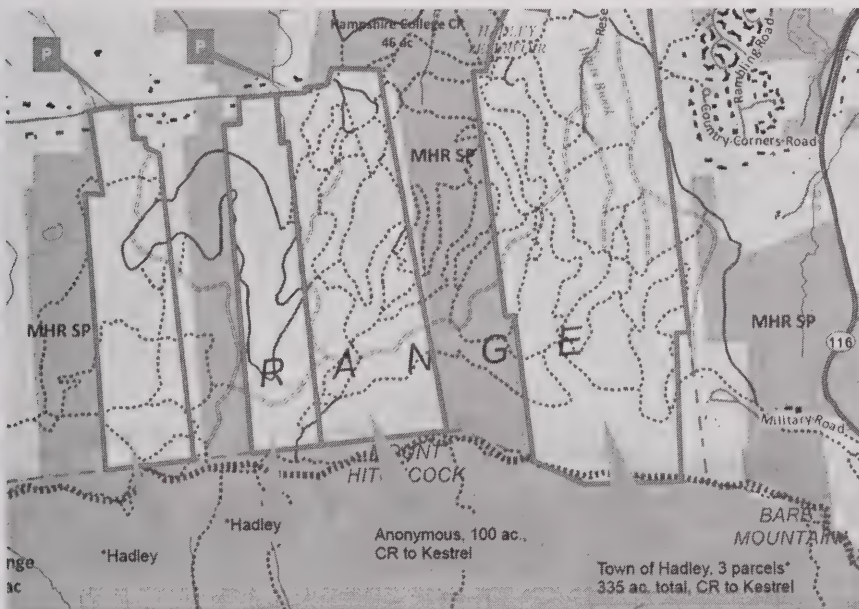
We worked on a number of issues this year, the most important involving the Connecticut River. Any structures or activities that alter the vegetation or ground of the 200' Riverfront Area (200' out horizontally from the Mean Annual High Water line) or the 100-year floodplain requires permitting from the Conservation Commission and MA Dept. of Environmental Protection. This includes campers, trailers, and docks. There is no grandfathering. The Commission mailed "River Rules" to all property owners along the Connecticut River describing the need for permitting. A few Commission meetings spent time discussing these issues and answering questions from the public. The Commission is coordinating permitting with the Building Inspector, Planning Board and other town boards on this and other development projects.

In conservation land news, the Commission worked with the Kestrel Land Trust and DCR to help protect 583 acres of land with a second Mount Holyoke Range Landscape Partnership grant. The largest property protected was 360 acres of Hadley watershed land off Chmura Rd. The Select Board is to be complemented for their great work on this. The land is still owned by the town, but has a Conservation Restriction (CR) on it, preventing development but providing permanent public access for hunting and fishing, and to a vast trail network, which connects to the New England National Scenic Trail. The Commission also voted to turn the grass area of the Dawson Conservation land off North Lane into pollinator habitat, to serve as a public demonstration plot. The first step is to stop mowing, and then make improvements as needed by reseeding and plantings.

Respectfully submitted,
Paulette Kuzdeba (Chair), Gary Pelissier (Vice-Chair), Gordon Smith, Stephen Szymkowicz,
Edwin Matuszko, James Habana Hafner, and Toni Lyn Morelli (Commissioners), and Janice
Stone (Staff).



Mount Holyoke Range view from Hadley Dec2020



Snip of Kestrel Trust map of new CRs & trails on Mount Holyoke Range May 2020

Cultural Council

The following Hadley residents represent your Cultural Council:

Catalina Arrubla
Maureen Shea
D. Dina Friedman
Heather Haskell
Zoe Lapis
Katie Richardson
John Rollinson
Julie Rose
Tasia Stanley

The complete list of Massachusetts Cultural Council grants awarded in for the 2021 grant cycle is as follows:

- RLT presents: Far Reaches, and audio play: \$163
- Children's Choir Tuition Assistance: \$200
- Recital Film (Panopera Productions): \$300
- Emily's World (Amherst Ballet): \$200
- Arcadia Players' 31st Season: \$200
- Whole Children Photography Mural: \$300
- Plague Wedding (Theater Between Addresses): \$200
- Musical:the Musical: \$325
- Empathy through Theater Workshop (Multi-Arts): \$400
- Dungeons and Dragons Online Tournament (Hadley Public Library): \$225
- Art of the Go (Hadley Public Library): \$400
- Celebrating Peoples of the World through Music (The Valley Winds): \$200
- Valley Jazz Voices/ Karrin Allyson Concert: \$325
- Find Your Happy Place: \$92.20
- Wednesday Folk Traditions 2021 (Porter Phelps Huntington House): \$600
- Hilltown Families Suggests: \$100

Residents of Hadley also benefited from Haiku in Hadley, an installation of seasonal Haiku on the Norwottuck Rail Trail, curated by Hadley's Poet Laureate, Wanda Cook.

The Cultural Council will be seeking new members for the 2022 grant cycle. Interested residents should send a brief letter outlining their interest to hadleyculturalcouncil@gmail.com.

Sincerely,
D. Dina Friedman
For the Hadley Cultural Council

Agricultural Commission

To the Select Board and to the Residents of Hadley,

The 2020 year saw the Agricultural Commission continue to expand upon their mission statement of promoting agriculture within the community and serving as the agricultural voice for the community. Like many other boards and committees in town, COVID-19 impacted the committee's ability to meet regularly, with all meetings going virtual.

Despite the obstacles that this year prevented, there were a few noteworthy measures taken up by the Commission. The Agricultural Commission continued working on promoting and distributing educational resources through a pdf that will be put on the website and through social media. The Commission hopes to further connect the community with our agricultural heritage and current economy along with providing a better understanding of how that works in the future through these communications and resources.

The project that the Commission dedicated much of its time to in 2020 was the effort to implement a strategic plan to have Right to Farm signs put up throughout town. A line item was passed for \$600 at Spring Town Meeting in June and the Commission has been working with the DPW to have these installed in the Spring of 2021. This will help promote agriculture in Hadley to the outside public and state that Hadley is a Right to Farm community and supports local farms as such.

In the future, the Commission looks to continue its educational resource distribution and continue serving the town as the voice of agriculture in our local government.

Respectfully submitted,

Matthew Kushi, Chair, Agricultural Commission

Agricultural Commission Members

Gordon Cook

Allan Zuchowski

Michael Docter

William Handrich

Joseph Boisvert

Adam Goodman

Matthew Kushi

Hadley Public Schools Superintendent and School Committee

We are pleased to submit this Annual Report from the Superintendent and the Hadley School Committee for the Hadley Public Schools. We continue to appreciate the importance the residents of Hadley place on stewardship and community. Hadley is a place where people care for one another, contribute to the well-being of their neighbors, and support their public services. Once again this year, our district continues to receive generous donations from Helping Hearts for Hadley Schools, Hadley Mothers' Club, Hadley PTO, Hopkins Board of Trustees, the Edward Hopkins Foundation, and our Athletic and Music Booster Clubs. Our parents continue to support our schools by supporting serving on school councils and volunteering to assist with various programs and activities. These individuals and groups, through their sustained, collaborative, and coordinated efforts have contributed to our district success.

Over the last several years we have expanded our course offerings, enriched our curriculum, increased our professional development offerings, and diversified extra-curricular opportunities for students – and, we are far from finished.

We have seen a return on our investments. Our district is attracting and retaining more students. In 2013-14, 76 students attended Hadley Public Schools through interdistrict school choice. On October 1, 2020, that number increased to 114 representing a 50% increase from FY14. The number of students choosing out of Hadley decreased by 26% in the same time period. Students and families who choose Hadley express a high degree of satisfaction. The following email from a school choice family confirms this fact.

"After reading public school performance report cards on the DESE website to interviewing Principals and visiting public elementary schools in both Franklin and Hampshire counties, we knew that Hadley Elementary School was our top choice. From the first day, we walked into the school and were greeted so warmly by Ms. Corey to meeting Ms. Dowd and the Superintendent who greeted us using our first names (when does that happen on a first meeting?), it was clear that there was a lot of love, thoughtfulness and innovative practices happening in this elementary school.

This is our second school year being a part of Hadley Elementary School and we couldn't be happier with the careful attention we receive from our child's teachers, the engaging lessons in core subjects and specials with enough rigor to challenge our kiddo and help him become a more critical thinker, problem solver and joyful participant in the school community. Our child loves school and even as a remote learner during COVID, he has a broad range of activities that fully encompass whole child education. Hadley Elementary School is a special school and we would recommend any parent send their child here."

We continue to expand and enhance opportunities for relevant, engaging, and deep learning for all students. We have increased our commitment to fostering learning and working environments that value diversity, equity, and inclusion (DEI). Our school councils have jointly developed an action plan to evaluate practices, policies, and programs in order to ensure that conditions at both schools promote DEI. Some of the activities the schools have implemented include: adopting culturally responsive curricula; convening a virtual conference for students to learn about the experiences of people from different cultures and backgrounds, and expanding the student-led Diversity Club to the elementary school.

Hopkins Academy was designated a "Pathways School" in 2020. Students can pursue pathways in Early College High School, and career pathways in Business and Finance and Life and

Environmental Science. Students have opportunities to earn college credits at no cost and participate in internships in career fields that interest them.

Thanks to the support of generous community members and the Hadley CPA, the district completed phase one of the HA athletic fields renovation project. The community now has access to a paved walking track at HA. Our goal is to begin Phase 2 and complete the walking path next year.

This school year also posed significant challenges. Providing in-person learning during a pandemic required us to create detailed and thorough plans and make substantial investments.

Our School Committee, Hadley Education Association, staff, administrators, and families stepped up to the task and Hadley Public Schools was one of the few districts in the

Commonwealth to offer consistent access to in-person instruction and support to students this school year. A Hadley resident sent the following note shortly after the opening of school: *I just wanted to let you know how much I appreciate all the thoughtful hard work that went into the reopening plans for our schools. I am so grateful for the district's dedication to protect our children. I feel our families are being heard, nurtured and actively sheltered from harm.*

We would like to end by personally thanking all of our staff, our administrators, administrative support staff, custodial staff, and our food service staff. Lastly, we would like to thank the residents of Hadley for your ongoing support of our schools.

Respectfully Submitted,

Anne S. McKenzie, Ed.D

Superintendent of Schools, Hadley Public Schools

Pronouns: She/Her/Hers

Council on Aging

The Hadley Council on Aging, housed in the new Hadley Senior Center, works to improve the quality of life for residents over 60 and to enable them to safely age in place, with access to as many community resources as possible. It responds to national and local issues facing residents over sixty. It plans and executes a wide variety of educational, cultural, and health programming, fitness classes, outreach services that connect residents with various public benefits, and SHINE counseling. It coordinates delivered lunches and grocery distribution programs.

New Building: The new Senior Center was completed in May 2020 and staff moved in in June. The building is 10,250 square feet and has a commercial kitchen, fitness room with gym equipment, a creativity room for art classes, a large classroom, a suite of three offices, a generous reception area, a spacious living room furnished with comfortable upholstered chairs and sofas, and a dining room that also functions as a polling place for town elections as well as a meeting place for town committees and departments. It is fully equipped with Wi-Fi, audio-visual equipment for multiple inputs, a large retractable screen, and smart TVs, and technology for assisting hearing impaired guests in most rooms.

Staff members include Hayley Wood, Director (who joined the staff in October 2019), Violet Suska, Programs Coordinator (2017), Lauren Hannigan, Outreach and Transportation Coordinator (2018), and Richard Homan, Driver (2020). Hayley Wood and Violet Suska are the only full-time staff members working 40 and 35 hours a week, respectively. Lauren Hannigan works 25 hours a week, and Richard Homan is budgeted for 12 hours a week.

The **HCOA Board** is comprised of seven members: **Rosalie Weinberg**, Chair, **Marguerite Wilson**, Vice Chair, **David Storey**, Treasurer, **Bruce Brewer**, Secretary, **Elizabeth Faulkner**, **Glenn Clark**, and **Linda Laduc**. **Jane Nevinsmith** attends board meetings as an Advisory Member, in her capacity as President of the Friends Chair of the Hadley Senior Center Building Committee, and Select Board liaison. In 2020, the board revised its Policies and Procedures and developed building use guidelines as well as guidelines for out-of-town residents access to the new building.

There are currently 22 active **volunteers** who work the reception desk, prepare and deliver lunches, help with grocery distribution, provide transportation to out of town medical appointments, and help people with computer issues. Before the pandemic and before the COA changed its newsletter mailing system, there were about 80 volunteers. Volunteers, which includes Safety Complex staff, are very important to daily operations and the positive spirit of the department.

Budget: The FY21 Town operating budget was \$119,605, supplemented by a grant from the Executive Office of Elder Affairs for \$16,668 (\$136,273 combined).

Grants: For calendar year 2020, the HCOA received matching grant of \$7,324.50 (half of the cost of the van program that was estimated for that year, which contractually had to be accommodated in the HCOA budget). The HCOA also received \$1,100 from Highland Valley Elder Services that was used to buy five tablets.

Communications: The HCOA prints, mails, emails, and makes available on its website a multipage, bimonthly newsletter that is designed by Violet Suska. It maintains a website and regularly teams up with Hadley Media to create timely public service announcement videos. Emailed updates about scheduled events, activities, and relevant local information about COVID-19 are sent weekly, and occasional postcards about particularly important issues are

mailed. Robocalls to everyone in town over 60 are used infrequently for important, community-wide information.

Transportation: The Hadley COA uses a town-owned, 12-passenger, wheelchair-lift van and a Subaru Outback to transport seniors and deliver meals. In 2020 the van system ran Mondays, Wednesdays, and Fridays, from 9 AM-1:00 PM. Volunteers help people with rides to out of town medical appointments. The van system was suspended due to COVID-19 and the resignation of its driver and substitute driver, from March-August 2020. As safety measures, a passenger maximum of three, mandatory mask-wearing, and between-passenger disinfecting were introduced in August.

Essential Services during the pandemic:

- Foot care appointments
- Sharps collecting and sharps container distribution
- Brown Bag and Senior Mobile Nutrition monthly food distribution
- Home delivered meals (Mon-Fri, utilizing volunteers and members of Fire and Police Depts.)
- Telephonic outreach services (some in-person office visits have also been necessary)
- Telephonic SHINE services
- Zoom programming of activities
- Newsletter publication
- Grocery Shopping Program in partnership with the Hadley Fire Dept.

Statistics for 2020:

- Van Rides: 144
- Outreach services: 1,101 interactions (with duplicated participants)
- Office Visits: 90; Home Visits: 178 home visits (includes some lunch delivery);
- Outreach phone calls: 637

Food Distribution:

- Lunches (congregate meals and delivered meals): 1,508;
- Brown Bag Distribution (monthly): 288 bags distributed (24 unduplicated households);
- Senior Mobile Nutrition Distribution: Aug-Dec. distribution, 3 households served (50-70 lbs. of food per household); Grocery shopping and delivery: 112 instances of shopping and delivery for households

Programs/Activities (in-person and Zoom combined):

- 225 unduplicated participants; 1,462 duplicated
- Foot care clinic: 153 appointments
- Town Nurse appointments: 15
- SHINE appointments: 28
- Volunteer hours: 1,976

Board of Health

-For the year 2021 all food inspections will be performed by Western Ma. Food Safety. It is expected that Hadley will be in compliance with all state regulations regarding the inspection of food vendors.

-The BOH is in the process of transitioning all permitting under their purview to town software.

-BOH has worked with the select board, emergency response services, senior center, parks and recreation, school committee, fire and police, DPW, and our businesses to educate and ensure compliance with all state Covid -19 regulations.

-BOH was responsible for multiple flu vaccination clinics held at the Senior center

BOH is updating our website to help the public access information on permitting, Covid -19 regulations, and other health related topics.

The BOH would like to extend our thanks and appreciation to Emma Dragon, RN, for her hard work on behalf of the town for the past 3 years.

The BOH welcomes Margaret Mastrangelo, N.P., who was recently elected to the BOH

Public Health Nurse

The public health nurse has supported the BOH by carrying out state mandated procedures for Covid 19 case identification and contact tracing.

Parks & Recreation

The Hadley Park & Recreation Department is pleased to submit their annual report for the year 2020. As always, we strive to offer programs that add to the quality of life of children and adults in the Town of Hadley, as well as those in surrounding areas. This year has proven to be most challenging with the onset of COVID-19. We quickly pivoted to come up with innovative and creative ways to serve our community while being safe.

We had a successful January and February, with the after-school program, youth and adult basketball, and February vacation programs. The children were able to enjoy Mary Ann Dance, Art-ventures, and Mad Science up until they left school in mid-March. We then began posting crafts, activities, and snack recipes on our social media and website during the shutdown. The idea was to give parents some creative time for their children (away from screens) using things easily found around the house. Postings were well received and feedback was positive.

The first big gathering for 2020 should have been our Annual Easter Party with the Bunny and egg hunt. Instead, we put together a Community Bunny Parade. On the Friday before Easter, the Easter Bunny was escorted by fire truck and police through the streets of Hadley. It was awesome! The ride lasted well over five hours and almost every street in Hadley was visited. A huge thank you to Fire Chief Michael Spanknebel and Police Chief Michael Mason on this joint endeavor!

Spring would have brought about tee ball, baseball, and softball. Sadly, these were unable to get off the ground, but we were able to assist Hadley/Amherst Youth Softball League with “sandlot” style softball games. Though play was very modified, it was a first opportunity and it was physically, socially, and emotionally needed for all. A huge thank you to Mara Breen and all the baseball & softball coaches for your leadership, efforts, and dedication!

Summer continued to be disappointing. We were poised to launch summer camp beginning the fourth week of June, but ultimately the difficult decision was made to cancel on-site programs for the wellbeing of the campers, staff, and the community as a whole. We knew that cancelling would make child care difficult for some parents, but it was necessary. Instead, we worked diligently to produce a listing of virtual programs to offer. Two of our summer staff returned and created “Virtual Summer with Maddy & Olivia,” a series of three times a week videos posted on our social media showing the kids DIY arts and crafts. Other Virtual offerings included: TopYa Soccer app, Minecraft Mythicraft with Tynker Virtual Camp, Mad Science, Art-ventures, and Virtual Soccer Camp. We hosted 8-weeks of “Monday Morning Magic with Ed Pop!” — weekly magic tricks with a local favorite magician that all the kids loved. Next came a weekly newspaper-style column entitled “Mondays with Matt,” written by Hadley native, Matt Kushi. Matt shared his knowledge of sports, coaching, youth, and all around life. It was very well received.

In the Fall, we hosted a virtual Fitness Challenge, called “Fall Frenzy” which allowed individuals of all ages to safely exercise any way they chose, independently or as a group, and win a prize. Those who participated received a long sleeve shirt. We had 5 teams that ranged from a Senior Center group to families. The winners logged more than 500 miles! It was a great experience and inspired many in the community to get outside on their own. We saw you out there—great job! Plus, we had an amazing FIRST Fall season for Hadley/Amherst Youth Softball. Congratulations! Unfortunately, our Youth Soccer Program, which usually has over 100 participants and 10+ parent volunteer coaches, was cancelled. Jenny polled the community to see who would be comfortable letting their children play, given all the new regulations, and health

safety guidelines. The numbers were not enough to run a program locally, but we have some great neighbors in South Hadley and they were willing to take our kids who wanted to register.

Before our Director, Jenny Vanasse accepted a new position in December; she was able to organize many COVID-safe fall and Winter events with Hadley Police & Fire: Halloween Trunk-or-Treat, Hot Cocoa with Santa, and a Holiday Lights contest. Jenny will be missed and we thank her for 2+ years of service, especially with the After-school Program and behind the scenes projects such as the PTO Pavilion at Hadley Elementary School and finishing the move out of the North Hadley Hall building.

The Commissioners rehired Melissa Aloisi, as a temporary part-time Interim Director, whom had past experience in the position. The transition was smooth and she was able to quickly begin carrying out the daily duties, budgeting process, start winter programming, and preparing Zatyarka Park and other town properties for outdoor space use.

Working closely with the Board of Health, we were able to run a successful 4-week Learn-to-Ski Program at Berkshire East (20+ participants and 2 chaperones). As restrictions loosened and weather changed, we began planning indoor and outdoor Basketball at our public school buildings. I am pleased to report zero cases of COVID transmission occurred and zero contact tracing was needed since the outbreak of COVID-19 for any of our events and programs.

The Commissioners and I would like to recognize Andy Klepacki for his 15 years of continuous service and extreme dedication as a Park & Rec Commissioner. Andy started his public service in Hadley as a volunteer coach for Tee Ball nearly 30 seasons ago. He also has dedicated the past 20 seasons as Adult Basketball organizer for the town. He continues to be a wealth of resources and a life-long supporter of the Town of Hadley and Park & Recreation Department. We wish you well on your new adventures and for passing the well-lit torch to the new generation of public servants. THANK YOU ANDY!

I would like to thank our three elected Park Commissioners, for their hard work for the Town of Hadley: Steve Higgins (Chair), Diane Kieras-Ciolkos, and James Shea. They are excellent problem-solvers and continue to provide new ideas, resources, consistency and support to the Director. Our Department is well prepared for the upcoming year and will continue offering events and programs within the limitations of a global pandemic.

We are always grateful for the continuous support from our community, local businesses, and volunteers. It is volunteers like John Fillio who inspire, guide, and help to encourage parents to take on new challenges—the rewards are many and we thank John for jumping from sport to sport to help keep our kids happy and healthy. Finally, a shout out to all Town of Hadley employees for their unprecedented efforts—especially Board of Health, School custodial staff, and Cal Ripken volunteers who help to keep our fields groomed. Please continue to look for us on:

Facebook (<https://www.facebook.com/Hadley-Park-and-Recreation-Department-137636326272495/>)

Instagram (hadleyrec)

Town of Hadley, Park & Recreation page (<https://www.hadleyma.org/park-recreation>)

Respectfully submitted,
Melissa Aloisi
Interim Park & Recreation Director

Hadley Media

As with all Town departments, Hadley Media was forced to adapt to the circumstances surrounding the pandemic. We are fortunate to live in a time where the technology exists for us to hold “zoom” meetings. We uploaded 69 videos to YouTube, representing coverage of municipal meetings as well as public service announcements, music videos, and collaborations with organizations, such as the Literacy Project, Girl Scouts and the Council on Aging. While our ability to offer one on one training has been limited, we still offer free use of our equipment and love to share locally produced work with the community. While our government meeting coverage and community bulletin board are available on channel 192 on local cable, we also offer programming 24 hours a day on channel 191 featuring both timely shows focusing on the issues we face today, as well as presentations on local and national history. An archive of music featuring local musicians is being created and distributed to other cable providers as we continue to collaborate with other stations in the valley in enriching and sharing the cultural fabric of our community. We also are especially grateful to the Council on Aging for working with us to provide equipment to the public as well as the programming they produced and facilitated to assist the elderly who are cooped up at home.

Respectfully submitted by

Drew Hutchison
Director
Hadley Media
Drew@hadleymedia.org



Hadley Public Library

2020 was a tremendously complicated, yet successful year for library services in Hadley. By the Fall of the year library services had relocated to the new Hadley Public Library which reached substantial completion on October 21st. The new facility offers greater collection space, meeting rooms, expanded internet and computer access and many new opportunities for growth of our collections as well as innovative programming.

The unprecedented disruption of the Covid-19 pandemic resulted in the temporary closure of the Goodwin Memorial Library from mid-March until June 1st. Normal usage of the town's public library was limited to the first two and a half months of the year and following the resumption of limited services (curbside pick-up and home delivery to those in need). Predictably, library circulation was significantly down in 2020. 20,714 physical items were circulated while increased interest in electronic items like e-books and video streaming contributed to 9,301 circulations for a total of 30,015 items borrowed. Library staff worked diligently to make sure that our collections are up-to-date and relevant. At the end of Fiscal Year 2020 the Goodwin's collections included 19,974 books, 4,636 DVDs, and 1,993 audio items (audio books and music CDs). Our membership in C/WMARS and Massachusetts Library System provided local access to tens of thousands of items such as e-books and downloadable audio. The library continues to provide free access to electronic and streaming materials through Overdrive and Kanopy, as well as genealogical research tools through our subscriptions to Ancestry and HeritageQuest.

Our library staff provided professional, friendly service to all who used the Goodwin in 2020. Our staff is Assistant Director Susan Brown, Children's Services Librarian Luna Greenwood, Circulation Assistant Karen Kowles, and Library Page Talula Patenaude. We were joined by Audris Wayton as Youth Services Coordinator in February of 2020.

"Our Community, Our Library"

Construction and site work took place throughout the year with minimal COVID-related disruptions. By the end of Spring the building envelope was complete. At the turn of the Fall building systems such as HVAC and lighting were functional. A number of volunteers helped to install features of the landscaping plan one hot September Saturday with invaluable assistance from Karl's Excavating, Greg Omasta, Dan Ziomek and Wanczyk Nurseries, and David King along the way. Several weeks later the new library was issued a Temporary Certificate of Occupancy on October 21st. Moving began the following week with a volunteer moving day taking place on Halloween (followed by many more days of moving assisted by dozens of our dedicated helpers).

The nearly 12,000 square foot building features large and small community meeting rooms that can be utilized outside of the library's hours of operation, as well as a dedicated teen room, enclosed children's room, local history room, and a beautiful light-filled adult reading room.

As with all town buildings, the new Hadley Public Library remained closed to the public through the end of the year 2020. As we look to the post-COVID 19 future of library services in Hadley we expect that our expanded facility will allow us to provide not only a greater variety of

programming, but also the space for community events and meetings of all kinds, making the library a center of activity for all ages. In the near future we hope to continue to host groups like Lynn Bowmaster's Woven Word Writers, Haiku poetry group led by Wanda Cook, and our own Wednesday night knitters.

Programming for children and teens will continue to be a primary focus of the new library. Along with weekly programs like Story Time and LunaTunes, our children's program holds a great variety of special events throughout the year. From crafts, to coding, to puppet shows, to games and book clubs our youth programming will continue to be at the heart of what we do at the library. In the Spring of 2021 we hope to complete work on the outdoor Story Garden for children's activities and other gatherings.

As with our youth programming we expect to offer a growing assortment of programs and events for adults. Our popular monthly book club led by Susan Brown will continue and likely grow. Luna Greenwood's weekly Ukulele Jam will have space to stretch out. And our current subscription to the Kanopy film streaming service which includes screening rights will allow us to publicly screen films on a regular basis.

Our dedicated Friends of the Library now have the space in our new building to hold their periodic book and media sales and to store donated materials between events. The Friends meet monthly and provide support to library programming as well as assistance with publicizing library news and events. We hope to continue to grow the Friends group and are always looking for new members.

The library's capital campaign continues to solicit donations to the Hadley Library Fund, including substantial gifts in 2020 from Florence Bank, Peoples Bank, Greenfield Savings Bank, Easthampton Savings Bank, members of the Czajkowski Family and friends and family of the late Margaret Freeman. To date the campaign has met its original goal of raising \$300,000 dollars in pledges and contributions and continues its work to offset the cost of constructing and outfitting the new library. Many thanks to Courtney Afonso, Andrea Vinard, Jack Czajkowski, Alison Donta-Venman, Maureen Devine, and Jo-Ann Konieczny for their efforts.

Thank you

I would like to thank the many volunteers who have given so generously of their time on behalf of Hadley's public library over the past year. As ever, I am grateful to the Friends of the Goodwin Memorial Library led by Sharon Andres, Marilyn Brown, Rose Weinberg, Dottie Barnes, Susan Garrett, and Linda Meehan.

Many individual volunteers, including Marilyn Brown, Joyce Hahn, Miriam Whitney, Carol Norton and others gave freely of their time throughout the year to maintain our collections – my colleagues and I thank them for all that they do. The Goodwin's volunteer gardeners were active this Summer with planting shrubs and maintaining the flower beds around the both the old and new libraries. The skill and care with which these wonderful volunteers go about their work is evident for all to see. I would like to thank these community members for their dedication and hard work. And finally to the scores of individuals and families who cheerfully helped with the major task of moving our library... THANK YOU!

The Library Building Committee oversaw the construction phase to near completion in 2020 under incredibly trying circumstances. I would like to thank all of the committee members, Chairperson Alison Donta-Venman, Alan Weinberg, David Waskiewicz, Molly Keegan, Jack Czajkowski, Jamison Hedin, Lynne Latham, Ken Pollard, and Alexander Rusenko for their hard work.

I would like to express my gratitude to all of my colleagues in other town departments for their willingness to collaborate for the benefit of Hadley as a whole. As always, David Nixon provided invaluable leadership, advice and guidance and I congratulate him on his retirement. I am glad to have had the opportunity to get to know our new Town Administrator through the second half of 2020 and I look forward to working closely with Carolyn Brennan in years to come. Jennifer Sanders James was an extraordinary problem solver and a source of invaluable information and advice. Linda Sanderson, Joan Zuzgo, and Deborah Radway were always there to consult on matters related to finances and human resources. Christopher Okafor, Gary Berg and the crew of the Highway Department kept our building, parking lot and walkways in great shape throughout the year.

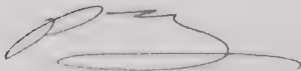
Thanks as ever to the many teachers and administrators in the Hadley schools with whom we often find areas of collaboration to benefit Hadley students and families. We hope to work closely with Hadley's schools in coming years to provide resources and a safe place of study and independence for our town's young learners. As always, many thanks to our counterparts in the libraries of Hopkins Academy and Hadley Elementary.

As ever, I am thankful for the visionary, persistent leadership provided by our Trustees, Jo-An Konieczny, Alison Donta-Venman, David Moskin, Maureen Devine, Meghan Campbell, and Alan Weinberg.

To all of the residents of Hadley I would like to express my appreciation for the support that the library receives year after year. I hope that you will always find what you are looking for here. The Hadley Public Library is your community library.

Finally, I would like to thank the staff of the Hadley Public Library – Susan Brown, Luna Greenwood, Karen Kowles, Audris Wayton, and Talula Patenaude -- for the incredible care and skill that they bring to their work every day. It is a pleasure to work beside them.

Respectfully submitted,



Patrick Borezo
Library Director

Library Trustees

Although this year brought many things to a halt in this country, work on the new library marched on, with a temporary Certificate of Occupancy issued in November. When we started this project, there was no possible way we could have predicted the pandemic and the change in social norms in our country.

In a recent NY Times article, *Beyond the Pandemic, Libraries Look Toward a New Era*, author Ellen Rosen points out that “overall, there is a recognition that libraries are often the melting pot of a community, bringing together diverse ages, races and interests. Given that the country is tearing itself apart, perhaps libraries can help to repair our civic fabric.”

Rosen goes on to point out that libraries will need to be “institutions that will blend the physical with the digital, increasing their emphasis on their critical community role by offering free Wi-Fi and social services as well as a place where physical books and DVDs coexist with e-books and online platforms.”

As we work in our new space and plan for the future we are poised to pivot to the different needs of the community in the pandemic and moving forward. Our new building, with large open and flexible spaces and smaller rooms for meetings provide different ways for the library to bring together all community safely.

Our library offers ways to enjoy the library at home. In addition to our membership with CW Mars, we offer Kanopy live film streaming service, EBooks, online story times featuring our own staff, online genealogy services and home delivery for elders and those of our neighbors with health or mobility challenges. The Hadley Library provides a safe way to pick up books and videos by calling and ordering or ordering online and picking up in the lobby.

Behind the scenes, our dedicated staff are already hard at work figuring out how to bring us together in person when it is safe. We can't wait to share the space with our community.

The trustees are grateful for the commitment of those working with us, meeting for countless hours online and in person trying to bring this project to a close while re-envisioning library services in a pandemic. We are especially thankful for our Director Patrick Borezo. He took this project on whole heartedly and never lost his ability to think creatively.

Respectfully Submitted,

Jo-Ann Konieczny, Library Chairperson
On behalf of the Library Trustees

Meghan Campbell
Maureen Devine
Alison Donta-Venman
David Moskin
Alan Weinberg

Board of Assessors

In 2020, the Board of Assessors saw the retirement of Raymond Szala. Raymond was originally elected to the Board in 1967 and served almost continuously until his retirement in April. Raymond received citations from the House of Representatives and the Governor for his many years of service to the Town. Raymond's knowledge and service to Hadley will be greatly missed. Raymond was replaced by William Banack in the Annual Town Election in May.

During 2020 the Board also successfully completed the FY2021 interim year adjustment of values and recommended a single tax rate for all classes of property. Office staff attended several educational meetings online due to the COVID crisis to be better able to serve the public. The Assessor's Office works to perform the tax assessment function adequately and equitably. We also continue to develop our cooperative relationship with all of the other town departments and the public we serve.

Over the last few years, the Board has conducted two full recertification of values overseen by the D.O.R. and 3 interim year adjustments of values. All of these were completed in-house without the use of consultants or contractors. This saved the Town an estimated \$180,000 over that five-year period.

The Department has also completed the timely setting of values each and every year which allows the Town to send out the third quarter tax bills timely and eliminates the need to borrow money to cover operating expenses.

The Assessor's Office also directly generates over 60% of the Town's entire budget. This includes but is not limited to real estate and personal property taxes as well as motor vehicle and boat excise taxes. We also look forward to continue to provide the Town with a majority of the revenue needed to provide basic services to all residents,

Our office remains open weekdays from 9:00 a.m. to 4:00 p.m. and has evening office hours during posted meetings.

Respectfully submitted,
Jeffrey Charles Mish, Chairman
Richard Grader
William Banack

OVERRIDE DEBT IMPACT ON THE TAX RATE

OVERRIDE ITEM / DATE	FY2021 DEBT SERVICE	FY2021 TAX RATE INCREASE
SENIOR CENTER	260,455.00	0.248
LIBRARY	23,961.00	0.023
FIRE SUBSTATION	111,831.00	0.106
WATER ADDED BY SELECTBOARD	163,993.00	0.156
ALL OTHER DEBT EXCLUSIONS	466,891.00	0.444
TOTAL	1,027,131.00	\$0.977

TOWN OF HADLEY TAX RATE RECAPITULATION

TAX RATE SUMMARY

APPROPRIATIONS	\$ 20,628,721.00	
OTHER AMOUNTS TO BE RAISED	<u>2,217,776.48</u>	
TOTAL AMOUNT TO BE RAISED		\$22,846,497.48
SOURCES OF REVENUE		
STATE AID	\$ 2,890,932.00	
LOCAL RECEIPTS	5,822,177.00	
FREE CASH APPROPRIATED	0.00	
OTHER AVAILABLE FUNDS	<u>1,525,342.00</u>	
TOTAL RECEIPTS EXCEPT TAX LEVY		<u>10,238,451.00</u>
TAX LEVY		\$ 12,608,046.48

CLASS	VALUATION BY CLASS	LEVY %	TAX RATE	TAX LEVY BY CLASS
RESIDENTIAL	698,502,000	66.4815	12.00	\$8,382,024.00
OPEN SPACE	0	00.0000	0.00	0.00
COMMERCIAL	291,870,800	27.7795	12.00	3,502,449.60
INDUSTRIAL	23,197,300	02.2079	12.00	278,367.60
SUB TOTAL	1,013,570,100	96.4689	12.00	12,162,841.20
PERSONAL PROP	37,100,440	03.5311	12.00	445,205.28
TOTALS	1,050,670,540	100.0000	12.00	\$12,608,046.48

Town Treasurer

The Town of Hadley continues to maintain a strong financial position, even as the extraordinary challenges of 2020 have extended longer than initially anticipated. The COVID-19 pandemic has had an impact on our local economy, affecting most of our businesses, some certainly more than others. It was thus a great relief for the Town of Hadley to have had confirmation in September 2020, for the second year running, of our **AAA Bond Rating** from Standard and Poor's. This follow-up rating was required in advance of the sale of our **2nd major Bond** – the final step of the long-term borrowing plan for our three capital building projects.

COVID-19 Financial Impact. We knew going into the FY'21 Budget that Town Revenues would be impacted in direct relation to the restrictions on local businesses and the employment uncertainties of many taxpayers. The revenues most affected for the Town have been Meals taxes, Rooms taxes, and Departmental Fees for services. In response, the Town developed short-term coping strategies starting with large reductions in the FY21 budget in order to maintain a one-year hold of the FY19 tax rate for Hadley's taxpayers. Steps to accommodate this hold included: 1) voluntary reductions in key departmental budgets, 2) postponement of the annual contribution to the town's OPEB Funding plan (Other Post-Employment Benefits), 3) delay of some scheduled debt payments to later years, and 4) increased usage of the town's capital sources such as Free Cash, Stabilization Account and Sewer Impact Fund. Although these steps were directly counter to the careful financial planning presented the year before, they were regarded by Standard & Poor's to be legitimate ways to deal with the special circumstances of the year 2020. Of particular importance was their recognition that these are short-term, or "rainy day" solutions, with an intention on the Town's part to get back on track with our original plans once the emergency subsidies.

Cash Reserves. Cash reserve levels remained steady in FY20, while returns on those funds increased over the prior year. See *'Treasurer's Report of FY'20 Cash Balances'*. Cash balances have been higher than usual over the past two years, due primarily to the unusually large borrowings for the building projects. Levels are expected to fall back again in FY'21 as the spending comes to a close. We are fortunate to have built during a time when borrowing rates and construction costs were at a low. It has also worked out well to have these construction projects substantially behind us at a time when increasing attention has been needed for issues facing the Town with the impact of COVID-19 and the recovery expected to follow.

Debt Financing Plan. The **Fall 2020 Bond** was the final borrowing under our financing plan for the three major building projects first voted in 2016. Last year we were pleased to report a Bond interest rate of **2.8%** for our first Bond; this year we can report an even lower interest rate of **1.955%** for our second and final Bond for the three building projects. With these two Bonds totaling nearly \$15 Million, the interest savings has made a big difference. The original plan for holding the Debt Exclusion annual payment totals to a \$286K increase over the FY17 Debt and Interest payment levels (aka the "**\$95 tax increase**"), has been easily met with room to spare. See *'Treasurer's Report of FY'19 Debt & Interest Payments'*. Note from the Report that in FY20, the total debt payment increase of \$100,000 was due entirely to payments on after-voted capital items (e.g. town equipment, vehicles). These total payments will fall back in FY21, to

below FY18 levels. It is worth stating one more time, that we could not have been more fortunate with the timing of the three building projects.

The challenges of 2020 have continued into 2021 but are showing signs of recovery in almost every way. We look forward to assisting in this recovery, and will continue Hadley's strong management in order to maintain a solid financial position for the town going forward.

Respectfully submitted,
Linda J. Sanderson, Treasurer

I. Treasurer's Report of FY'19 - FY'20 Cash Balances

<u>Account Balances & Investments *</u>	<u>FY19 Balances</u>	<u>FY19 Interest</u>	<u>FY20 Balances</u>	<u>FY20 Interest</u>
<u>A. General Cash Accounts:</u>				
Operational Accounts, Money Markets (10)	\$10,291,668	\$43,246	\$9,779,816	\$44,379
<u>B. Trust and Agency Accounts:</u>				
Cemetery Trust Funds (9)	\$125,450		\$131,181	
Library Trust Funds (4)	\$102,325		\$104,475	
Other Town Trust Funds (10)	\$449,616		\$572,894	
Town Agency Funds (2)	\$61,747		\$63,044	
OPEB (Other Post Employment Benefits)	<u>\$1,476,539</u>		<u>\$1,812,978</u>	
Total Trust & Agency Funds	\$2,215,676	\$102,224	\$2,684,572	\$81,263
<u>C. Capital Accounts:</u>				
CPA Fund Account	\$2,146,136		\$2,260,472	
General Stabilization Account	\$1,939,054		\$2,014,529	
Capital Stabilization Account	\$40		\$118	
Water Stabilization	\$79,494		\$79,729	
Sewer Impact Fees Account	<u>\$228,547</u>		<u>\$17,197</u>	
Total Capital Accounts	<u>\$4,393,271</u>	<u>\$120,463</u>	<u>\$4,372,046</u>	<u>\$190,388</u>
Total Funds Held by the Treasurer (A+B+C)	\$16,900,615	\$265,932	\$16,836,434	\$316,030

II. Treasurer's Report of FY-18 - FY'20 Debt & Interest Payments

<u>Debt & Interest Payments by Source*</u>	<u>FY18</u>	<u>FY19</u>	<u>FY20</u>	<u>FY20 Interest</u>
<u>A. Debt Exclusion **</u>				
BONDS- Borrowings 2009 through 2019	\$609,610	\$543,792	\$612,121	\$40,305
BANS (Bond Anticipatory Notes)- Short-Term	<u>\$497,706</u>	<u>\$564,164</u>	<u>\$594,874</u>	<u>\$63,113</u>
Total Debt Exclusion	\$1,107,316	\$1,107,956	\$1,206,995	\$103,418
<u>B. Debt within Levy</u>				
BONDS- Borrowings 2009 through 2019	\$138,082	\$132,147	\$100,162	\$9,584
BANS (Bond Anticipatory Notes)- Short-Term	<u>\$9,677</u>	<u>\$30,577</u>	<u>\$78,113</u>	<u>\$7,936</u>
Total Within Levy Debt	\$147,759	\$162,724	\$178,275	\$17,520
<u>C. Water & Sewer Debt</u>				
WATER- Bonds & BANS combined	\$168,249	\$169,973	\$186,644	\$29,813
SEWER- Bonds & BANS combined	<u>\$135,351</u>	<u>\$126,305</u>	<u>\$130,555</u>	<u>\$42,099</u>
Total Water/Sewer Debt Payments	\$303,600	\$296,278	\$317,199	\$71,912
TOTAL Payments (A + B + C)	\$1,558,675	\$1,566,958	\$1,702,469	\$192,850

* All money amounts rounded to nearest dollar

**FY20 Debt Exclusion Payment Total is up by about \$100,000 due to borrowings for capital items voted after the buildings. This is a one-year peak only. FY21 will drop by \$175K due to low interest rates on newer Bonds due in part to renewed AAA Rating.

Town Collector

REPORT FOR THE FISCAL YEAR ENDING JUNE 30, 2020

	BALANCE AS OF 7/1/2019	COMMITMENT	REFUNDS	ABATEMENTS & EXEMPTIONS	WATER/SEWER LIENS/TAX TITLES/DEFER	PAYMENTS TO TREASURER	BALANCE AS OF 6/30/2020
REAL ESTATE							
PRIOR YEARS	\$ -	\$ 989.30	\$ -	\$ -	\$ -	\$ 989.30	\$ -
FY 2019	\$ 63,671.59	\$ 268.03	\$ 12,329.10	\$ 12,329.10	\$ 13,402.23	\$ 50,537.39	\$ -
FY 2020	\$ -	\$ 12,368,188.85	\$ 28,934.54	\$ 30,520.49	\$ 37,513.75	\$ 12,216,701.81	\$ 112,387.34
SUPPLEMENTAL							
FY 2019		\$ 13,735.24	\$ -	\$ -	\$ -	\$ 13,735.34	\$ -
FY 2020	\$ -	\$ 15,413.55	\$ 1,582.19	\$ -	\$ -	\$ 14,996.60	\$ 1,999.14
CMFACT							
FY 2019	\$ 263.06	\$ -	\$ 369.87	\$ 360.12	\$ 195.26	\$ 77.55	\$ -
FY 2020	\$ -	\$ 292,954.45	\$ 7.27	\$ 1,212.26	\$ 590.04	\$ 289,119.29	\$ 2,040.13
PERSONAL							
PROPERTY							
PRIOR YEARS	\$ 568.24	\$ -	\$ -	\$ 92.31	\$ -	\$ -	\$ 475.93
FY 2019	\$ 3,674.29	\$ -	\$ -	\$ -	\$ -	\$ 3,526.18	\$ 148.11
FY 2020	\$ -	\$ 451,645.72	\$ 300.65	\$ 80.00	\$ -	\$ 404,991.91	\$ 46,874.46
MV EXCISE							
PRIOR YEARS	\$ 12,895.35	\$ -	\$ 1,194.83	\$ 5,510.32	\$ -	\$ 2,678.70	\$ 5,901.16
FY 2018	\$ 9,470.68	\$ -	\$ 1,614.45	\$ 1,008.34	\$ -	\$ 5,572.19	\$ 4,504.60
FY 2019	\$ 18,057.78	\$ 143,642.34	\$ 9,020.66	\$ 7,224.21	\$ -	\$ 157,508.27	\$ 5,988.30
FY 2020	\$ -	\$ 750,980.75	\$ 9,470.89	\$ 19,845.86	\$ -	\$ 700,009.96	\$ 40,595.82
BOAT EXCISE							
PRIOR YEARS	\$ 997.00	\$ -	\$ -	\$ 502.00	\$ -	\$ 33.00	\$ 462.00
FY 2019	\$ 264.00	\$ -	\$ 50.00	\$ -	\$ -	\$ 78.00	\$ 236.00
FY 2020	\$ -	\$ 3,290.00	\$ 15.00	\$ 50.00	\$ -	\$ 3,079.00	\$ 176.00
WATER LIEN							
FY 2019	\$ 2,018.51	\$ -	\$ -	\$ -	\$ 1,302.96	\$ 715.55	\$ -
FY 2020	\$ -	\$ 16,852.00	\$ -	\$ -	\$ 1,470.30	\$ 13,444.81	\$ 1,936.89
SEWER LIEN							
FY 2019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FY 2020	\$ -	\$ 6,076.10	\$ -	\$ -	\$ 894.41	\$ 3,750.50	\$ 1,431.19
WATER USAGE							
All	\$ 78,310.61	\$ 1,425,000.48	\$ 910.92	\$ 92.61	\$ 14,869.25	\$ 1,395,412.77	\$ 93,847.38
SEWER USAGE							
All	\$ -	\$ 930,092.82	\$ 851.56	\$ 880.54	\$ -	\$ 843,785.24	\$ 86,278.60
	\$ 190,191.11	\$ 16,419,129.63	\$ 66,651.93	\$ 79,708.16	\$ 70,238.20	\$ 16,120,743.36	\$ 405,283.05
TOTAL INTEREST COLLECTED ON DELINQUENT TAXES					\$ 40,162.43		
TOTAL FEES COLLECTED					\$ 40,282.19		
INTEREST EARNED ON BANKING ACCOUNT					\$ 957.63		

Respectfully Submitted, Susan P. Glowatsky - Town Collector

Human Resource Department

The Human Resources function continues to provide dedicated and timely customer service to employees, elected and appointed boards and committees and residents of the community. Director Ed O'Connor and Payroll and Benefits Coordinator Joan Zuzgo have significant professional and institutional HR knowledge and provide trusted counsel and advice on core HR functions.

Like all town departments, the HR function was challenged by COVID 19 throughout the year. HR assumed the responsibility of communicating and interpreting of CARES act resources, cleaning and sanitation protocols, ever changing quarantine and self-certification processes and remote work guidelines. Most importantly HR strove to provide compassion and support for employees and their family members afflicted by COVID.

At the beginning of the year, longtime Town Administrator David Nixon announced his intention to leave the position on December 31st. The HR Director worked seamlessly with the Select Board and recruiting consultant to advertise, interview candidates and hire Carolyn Brennen as Hadley's new Town Administrator in September. David served valuably as Deputy to Carolyn for the remainder of the calendar year.

Throughout the year, the Department updated HR policies and procedures including telecommuting, fraternization and accrual/use of compensatory time. In July, Director O'Connor was deployed overseas with the US Army Reserve, and the Town hired Deborah Radway as interim part-time HR Director for the duration of the year.

During the calendar year there were a number of staff changes in Town: fifty-one people were hired, eight people retired and sixty-eight people left from service. This encompasses all departments.

Welcome 2020 new hires:

Georgios Alimonos	Carolyn Brennan	Kelsey Bushey	Alexis Buzzell
Beth Cebula	Kiera Ciolkos	Sara Csefai	Nicholas Dowd
Gabriella Dyjach	Allison Grant	Erica Grenger	Carolyn Hall
Tyler Hallock	Karlee Hamelin	Lorraine Herbert	Jake Hickey
Richard Homan	Andrew Hutchison	Jebediah Johansmeyer	David Keir
Robert Klesch	Ryan Kokoski	William Konieczny	Carol Kostek
Ethan Krauss	David Labanc	Ronald Laurin	Alexander Locher
Christian Lowell	Paul Marcinek	Lauren McGarr	Cara McPhee
James McPherson	Emily Morin	Barbara Nichols	Dominick Orsini
Jessica Perron	Katherine Pipczynski	Deborah Radway	Israel Roman Perez
Molly Schurgin	Mary Sheehan Cadorette	Angela Smith	Sloane Spanknebel
Daniel Tenggren	Wade Vandoloski	Marco Vega	Audris Wayton

Thank you 2020 retirees:

Pamela Bombardier	Rosemary Greaney	Kenneth Hartwright	David Nixon
Michael Pequignot	Nancy Sharp	Stephen Silluzio	Richard Tessier

TOWN OF HADLEY - INDIVIDUAL SALARY LISTINGS

TO THE HONORABLE BOARD OF SELECTMEN AND TO THE CITIZENS OF THE TOWN OF HADLEY

In accordance with Article 32 of the Annual Town Meeting of 1987, I hereby submit my annual listing of compensation paid to Town Employees. Total wages paid in calendar year 2020: \$10,614,989.66

Total number of employees paid during calendar year 2020: 352

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Adair, Robert H.	1,445.84				1,445.84
Alimonos, Georgios J.	408.00				408.00
Arnet, Susan L.	55,038.33			664.00	55,702.33
Aviles, Almada	7,686.77	440.64		100.00	8,227.41
Baj, Diane	108.38				108.38
Baj, Henry	20,685.73	888.33			21,574.06
Baj, Michaeline I.	340.00				340.00
Banach, Paula	715.00				715.00
Banack, Margaret M.	382.51				382.51
Banack, William R.	874.21				874.21
Bandouveres, Evan G.	160.00				160.00
Baronas, Rylan W.	47,913.70	6,109.26	13,330.40	500.00	67,853.36
Barrett, David E.	32,490.79				32,490.79
Barrett, Janet L C	88.50				88.50
Barton, Ruth V	5,090.75				5,090.75
Beck, Brian E.	52,912.69			16,073.78	68,986.47
Beckett, Erin K.	85,924.38			892.50	86,816.88
Berg, Gary	54,641.60	2,750.42		1,800.30	59,192.32
Bernard, Margaret E.	15,989.34				15,989.34
Bjerkadal, Berit L	38,765.92	3,345.71			42,111.63
Blajda, Heather	22,340.60				22,340.60
Blajda, Richard S.	1,109.73				1,109.73
Boisvert Jr., John T.	48,564.64	4,736.52		150.00	53,451.16
Boisvert, Joseph J.	602.97				602.97
Bombardier, Andrew	192.50				192.50
Bombardier, Pamela C.	53,752.08			4,725.00	58,477.08
Bonneau, Diane K.	541.51				541.51
Borezo, Patrick M.	67,512.84				67,512.84
Brammucci Jr., Richard C.	1,321.41				1,321.41
Brayne-Sullivan, Marilyn P.	85,924.38			2,430.50	88,354.88
Brennan, Carolyn F	25,517.27				25,517.27
Brennan, Joy	34,747.25	103.43			34,850.68
Breuer, David E.	85.00				85.00
Briant, Evan J.	75,993.04		8,234.66	500.00	84,727.70
Brown, Susan K.	30,334.75				30,334.75
Brunelle, Mona	10,380.14				10,380.14
Burbine, Margaret M	75,019.36			1,319.64	76,339.00
Burgess, Michael R.	64,722.35			244.50	64,966.85
Burns, Jason A.	81,903.48			13,289.25	95,192.73
Bushey, Kelsey N.	229.50				229.50
Buzzell, Alexis T.	9,988.83				9,988.83
Cahill, Meghan K	50,687.94	258.12			50,946.06

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Campbell, Justin T.	785.50				785.50
Camuso, April A.	108,796.87			5,805.60	114,602.47
Catania, Vincent P.	47,276.75			785.50	48,062.25
Cebula, Beth L.	1,212.53				1,212.53
Chabot, Thomas W.	53,975.01	8,458.93	7,052.00	500.00	69,985.94
Chapman, Diane C.	2,372.85				2,372.85
Chappuis, Margaret C.	32,271.24				32,271.24
Chaudhry, Usma S.	20,483.01				20,483.01
Chudzik, Myron J.	128.20				128.20
Ciaglo Jr., Alfred	76,410.71				76,410.71
Ciolkos, Kiera M.	267.75				267.75
Clough, Peter J.	47,197.46	11,640.96		559.46	59,397.88
Coach, Richard	1,638.00				1,638.00
Colon, Julio E	4,301.28	250.29			4,551.57
Conklin, Roselee J.	74,952.10			604.50	75,556.60
Cooley, Brianna M.	75.00				75.00
Coombs, Patricia L.	5,664.09				5,664.09
Corriveau, Emily L.	55,821.01			3,357.50	59,178.51
Craig, Joanne E.	85,924.38				85,924.38
Cristoforo, Paula	76,410.71			2,426.14	78,836.85
Croce, Lauren M.	19,669.90				19,669.90
Csefai, Sara A.	40.00				40.00
Culbert, Brian P.	935.50				935.50
Cyr, Anna P.	51,083.62			5,830.75	56,914.37
Czerniak, Karen A.	1,477.50				1,477.50
Czerwinski, Michael J.	16,358.25				16,358.25
Damato, Sierra F.	765.96				765.96
Daniel, Brandon, M.	802.47				802.47
Danylieko, Wilfred P.	2,550.00				2,550.00
Devine, Kelley M.	1,319.00				1,319.00
DiBartolomeo, Rebecca J.	76,410.71				76,410.71
DiBrindisi, Dolores T.	42,333.36				42,333.36
Douglas, Thomas A.	47,862.25	11,609.26	13,929.00		73,400.51
Dowd, Jennifer R.	99,732.94			1,470.00	101,202.94
Dowd, Nicholas	19,360.00			630.66	19,990.66
Downie, Richard T.	13,239.20			3,768.41	17,007.61
Dragon, Emma H.	1,683.27				1,683.27
Dragon, Kyle P.	2,374.46				2,374.46
Dratfield, Jonah M.	340.00				340.00
Driver, Joshua D.	80,815.95			1,339.00	82,154.95
Duffy, Michael T.	10,210.00				10,210.00
Duncan, Susan L.	78,222.36			6,496.01	84,718.37
Dunn, Mark	400.00				400.00
Dwyer Jr., William E.	500.00				500.00
Dyjach, Gabriella I.	1,128.38				1,128.38
Earle, Terri C.	13,451.12				13,451.12
Edwards, Diana M.	6,859.28				6,859.28
Egan, Susan M.	24,041.92				24,041.92

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Ellia, Laura A.	11,336.26				11,336.26
Elson, Emma R.	4,452.11				4,452.11
Estevez, Joseph L.	120.00				120.00
Fan, Jessica S.	440.00				440.00
Farina, Juliana M.	48,695.31			982.76	49,678.07
Fazio, Francis A.	68,653.27			4,946.00	73,599.27
Feltovic, Coreylee M.	34,755.23				34,755.23
Fil, Dennis F.	10,073.00				10,073.00
Fil, Ginny A.	22,435.10				22,435.10
Fitzgibbons, Ruthann M.	76,410.71	3,242.75			79,653.46
Fogarty, Nancy D.	34,079.20				34,079.20
Forman, Edward W	3,111.50				3,111.50
Freitag, Rebecca B.	85.00				85.00
Frost, Sarah K	15,219.75				15,219.75
Fuller, Gail A.	60,544.52			743.75	61,288.27
Fusia, Debra M.	1,987.50				1,987.50
Fydenkevez, Jean	70.13				70.13
Gelinas, Rebecca A.	73,294.69				73,294.69
Gifford, Sharron	63,289.21				63,289.21
Gilbert, Casey M.	44,618.40	4,014.56	3,424.00		52,056.96
Gimlewicz, Michael J.	7,221.52				7,221.52
Ginsburg, Adam S.	2,539.00				2,539.00
Giza, Susan A.	50,289.67			645.00	50,934.67
Gladstone-Helak, Miriam B.	43,967.42			1,912.50	45,879.92
Glowatsky, Mark D.	1,307.04				1,307.04
Glowatsky, Susan P.	65,859.70			70.13	65,929.83
Godwin, Missie	750.00				750.00
Golding, Isaac	18,916.40	2,370.80		2,999.25	24,286.45
Grant, Allison B.	1,510.52				1,510.52
Greaney, Rosemary	9,157.95			4,136.25	13,294.20
Green, Jesse W.	64,504.05	12,235.73	1,159.36	1,050.00	78,949.14
Greenwood, Luna L.	32,658.64				32,658.64
Grenger, Erica H.	240.00				240.00
Guiel, Debora L.	71,049.25				71,049.25
Hall, Jason R.*	52,493.16	8,779.00		1,054.09	62,326.25
Hall, Carolyn H.	586.25				586.25
Hallock, Tyler M.	19,591.82	1,967.07			21,558.89
Hamelin, Karlee	34,447.82	6,362.75			40,810.57
Hannigan, Lauren K.	26,203.73				26,203.73
Harris, Hannah P.	22,484.68				22,484.68
Harrison, John	18,485.66				18,485.66
Hartwright, Kenneth R.	4,633.60			9,006.56	13,640.16
Haywood, Pamela J.	103,295.23			200.00	103,495.23
Hemingway, Adam J.	53,132.12				53,132.12
Hennessey, Savana S.	12,495.17				12,495.17
Herbert, Lorraine, P.	274.14				274.14
Hermans, Amy S.	76,410.71				76,410.71
Hickey, Jake W.	420.75				420.75

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Higgins, Liam J.	1,904.40		405.00		2,309.40
Holmes, Melinda J.	70,798.25				70,798.25
Holt, Clifford J.	785.50				785.50
Homan, Richard E.	1,935.45				1,935.45
Hopf, Patricia J.	37,552.39	320.90			37,873.29
Horrigan, John J.	838.04				838.04
Horton, Anthony	74,047.39	14,942.65		6,713.72	95,703.76
Hukowicz, Janet E.	407.63				407.63
Hutchinson, Cynthia L.	23,481.82				23,481.82
Hutchison, Andrew	19,630.08				19,630.08
Hynes, Phoebe E.	1,699.21				1,699.21
Iglehart, Austen B.	2,946.88		742.50		3,689.38
Jacco, Stephanie R.	945.00				945.00
Jekanowski, James J.	57,450.09	4,843.17		1,514.53	63,807.79
Jennings, Amy B.	18,192.19				18,192.19
Johansmeyer, Jebediah C.	8,899.20	514.50			9,413.70
Josefiak, Alan P.	1,240.00				1,240.00
Kangas, Janice E.	23,296.79				23,296.79
Kasal, Daniel O.	813.44				813.44
Keegan, Kim E.	161.25				161.25
Keir, David R.	265.00				265.00
Kelley, Delaney M.	601.50				601.50
Kelley, William E.	72,216.03	13,242.82		4,295.04	89,753.89
Kellogg, Barbara T.	280.00				280.00
Khenrab, Tenzin	1,713.60				1,713.60
Kina, Natalia M.	53,864.22				53,864.22
Kinchla, John W.	889.27				889.27
Klesch, Robert W.	1,479.00				1,479.00
Koehler, Edward C.	49,471.60	3,788.43		700.00	53,960.03
Kokoski, John	212.50				212.50
Kokoski, Ryan J.	376.13				376.13
Konieczny, William D.	1,370.63				1,370.63
Kostek, Carol A.	446.26				446.26
Kostek, Jason A.	420.75				420.75
Kostek, Stanley G.	1,125.00				1,125.00
Kowles, Karen G.	10,795.98				10,795.98
Krauss, Ethan J.	4,578.53				4,578.53
Krieger-Spanknebel, Jessica	64,003.51			1,675.00	65,678.51
Krodel, Mark P.	3,249.00				3,249.00
Kroll, Stanley P.	2,227.50				2,227.50
Kuc, Mitchell J.	79,186.33	6,422.54			85,608.87
Kupeyan, Joel P.	46,768.64	7,398.06		225.00	54,391.70
LaBanc, David A.	500.24				500.24
LaDuc, Linda M.	662.50				662.50
Lafond, Joseph A.	15,859.53		23,883.80	625.00	40,368.33
Lamirande, Brian A.	17,920.80	1,390.73		2,787.68	22,099.21
Lanham, Amy D.	65,287.40			4,025.00	69,312.40
Lapis, Avery R.	1,760.65				1,760.65

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Lapis, Zoe L.	1,796.28				1,796.28
Laughlin, Jacob B.	44,296.17	8,163.65	1,248.00		53,707.82
Laurenza, Mary Lou	1,848.33				1,848.33
Lauser, Deborah L.	70,032.18				70,032.18
Lavallee, Denise A.	18,428.94				18,428.94
Lavallee, Sara J.	78,222.36				78,222.36
Lehman, Suzanne E.	675.00				675.00
Leon Barba, Ruth	55,554.32			2,471.75	58,026.07
Locher, Alexander J.	1,132.50				1,132.50
Lord, Lindsey M.	51,093.62				51,093.62
Lowell, Christian J.	1,726.35				1,726.35
Lynch, Breanna K.	62,770.73	4,751.50			67,522.23
Lynch, Brenda L.	24,938.33				24,938.33
Maksimowski, James J.	600.00				600.00
Mam, Daniel O.	48,597.56	2,843.63	1,080.00		52,521.19
Marcinek, Paul J.	27,049.44				27,049.44
Marini, Jacob D.	46,308.12	16,449.41	4,992.00	1,000.00	68,749.53
Markee-Ala, Alisha D.	22,758.83				22,758.83
Markowski, Christine A.	23,192.07				23,192.07
Martin, Emmaline A.	6,645.38				6,645.38
Mason, Daniel K.	61,869.08				61,869.08
Mason, Michael A.	119,975.56				119,975.56
Mastrototaro, Anne M.	78,137.84				78,137.84
McCarthy, Scott C.	73,460.45			2,785.95	76,246.40
McGarr, Lauren M.	45,160.76				45,160.76
McKenna, Nicholas C.	66,279.44	3,619.04	180.00	500.00	70,578.48
McKenzie, Anne S.	145,692.05			3,215.00	148,907.05
McPhee, Cara L.	93.00				93.00
McPherson, Jame L.	1,405.69				1,405.69
Meehan, Eraena	1,630.00				1,630.00
Mendelsohn, Jennifer K.	43,857.39				43,857.39
Mick, Collin M.	21,337.33	1,638.23		1,623.72	24,599.28
Miller, Paul R.	7,260.00				7,260.00
Mish, Gregory M.	1,650.00				1,650.00
Mish, Jeffrey C.	67,064.66			2,867.00	69,931.66
Mish, John P.	21,667.80	135.55			21,803.35
Moriarty, Jeffrey J.	4,112.59				4,112.59
Morin, Emily S.	240.00				240.00
Morris, Katelyn N.	11,023.06				11,023.06
Mosler, Susan	845.81				845.81
Mugnier, Charlotte E.	76,410.71			1,339.50	77,750.21
Mulugeta, Kokeb N.	54,195.79			1,270.00	55,465.79
Murphy, Linda L.	19,825.15				19,825.15
Mushenski, Christopher	1,102.50				1,102.50
Mushenski, Theresa A.	13,456.11				13,456.11
Neyhart, Timothy	22,652.92			7,496.32	30,149.24
Nichols, Barbara A.	4,525.92				4,525.92
Nicholson, Gladys	1,140.00				1,140.00

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Niedbala, Anthony M.	43,558.40				43,558.40
Niedziela, Catherine J.	214.00			7,625.00	7,839.00
Niedziela, Elizabeth J.	47,435.74	1,083.43			48,519.17
Niedziela, Stanley M.	39,218.85	294.28			39,513.13
Nixon, David G.	98,754.77				98,754.77
Nunn, Louise C.	21,387.04			987.00	22,374.04
O'Connell, Sean P.	1,638.00				1,638.00
O'Connor, Edward P	39,519.09				39,519.09
O'Hara, Timothy	4,365.36				4,365.36
Okafor, Christopher I.	102,137.14			1,500.00	103,637.14
Olsson, David B.	67,018.39				67,018.39
O'Meara, Amy L.	26,117.16				26,117.16
Omer, Nosheen	35.00				35.00
Orsini, Dominick R.	561.00				561.00
Paltz, Kathrine M.	280.00				280.00
Parker, Jessica M.	68,653.27	1,262.50			69,915.77
Parsons, Sharon S.	769.26				769.26
Pastorello, John R.	62,826.33	5,649.00			68,475.33
Patenaude, Eva Talula	596.07				596.07
Pequignot, Michael L.	8,195.30			3,297.97	11,493.27
Perron, Jessica R.	30,249.01				30,249.01
Phillips, Daniel E.	47,175.76	4,175.40			51,351.16
Pieffer, Kimberly M.	46,933.05				46,933.05
Pipczynski, Christine	47,332.16				47,332.16
Pipczynski, Dennis	76,047.39	20,964.15		700.00	97,711.54
Pipczynski, Katherine M	2,882.02				2,882.02
Pliska, Joanne	949.50				949.50
Prattico, Michael R.	14,598.59			2,606.50	17,205.09
Quinlan Jr., Thomas F.	61,551.70				61,551.70
Rabidoux, Nathan B.	1,663.66		17,066.00		18,729.66
Radway, Deborah	22,675.00				22,675.00
Reid, Kwynn J.	935.50				935.50
Rex, Diana L.	64,107.20			645.00	64,752.20
Rhodes, Beverly A.	1,140.00				1,140.00
Rice, Laura K.	33,939.83				33,939.83
Richards, Kenneth J.	51,395.36			1,958.50	53,353.86
Roberts, Lyndsey L.	57,496.27			5,217.75	62,714.02
Roberts-Cote, Melissa M.	16,997.62	522.72		100.00	17,620.34
Robitaille, John M.	59,966.34	2,314.92	4,669.76	625.00	67,576.02
Rockett, Meridith	854.25				854.25
Roman Perez, Israel E.	14,249.55				14,249.55
Roman, Jennifer C.	26,989.30				26,989.30
Romano, Michael A.	63,542.21	8,623.53	172.80	550.00	72,888.54
Russell Jr., Raymond F.	49,740.01	4,055.19		700.00	54,495.20
Ryan, Amanda L	73,006.79			1,012.18	74,018.97
Rytuba, Alex P.	897.10				897.10
Sadlowski, Stanley P.	365.32				365.32
Saillant, Radely S.	77,200.51			883.98	78,084.49

Employee Name	Reg. Earn.	OT Earn.	O/S Duty	Other Earn.	Total Gross
Sanders James, Jennifer	44,765.70				44,765.70
Sanderson, Linda J	76,417.12				76,417.12
Santiago Jr., Harry E	46,021.32	7,460.64	3,244.32	500.00	57,226.28
Sarsynski Jr., Michael P.	400.00				400.00
Sause, Karen E.	57,825.06			3,709.00	61,534.06
Schreffler, Nathan J.			416.00		416.00
Schurgin, Molly C.	449.44				449.44
Seitz, Janelle R.	49,495.90	15,063.59	14,220.32	500.00	79,279.81
Sharp, Nancy	50,045.40				50,045.40
Shean, Michael T.	39,401.34	86.14			39,487.48
Sheehan Cadorette, Mary A.	63.75				63.75
Silluzio, Stephen V.	45,057.22				45,057.22
Simmons, Nicholas	80,294.98			12,981.50	93,276.48
Smith, Alexis T.	6,819.07				6,819.07
Smith, Angela G.	1,153.44				1,153.44
Smith, Brandon M.	40,748.62	5,360.19	1,456.00		47,564.81
Spanknebel, Gage U	3,641.66		1,150.13		4,791.79
Spanknebel, Michael H.	109,437.76			8,926.00	118,363.76
Spanknebel, Sloan I	385.13				385.13
St. Peters, Sherrene	62,443.81				62,443.81
Steinbeck, Melissa A.	42,767.90				42,767.90
Stenning, Maria M.	20,406.76				20,406.76
Stewart, Kathleen N.	21,404.60				21,404.60
Sudnick, Erik G.	69,050.20			16,939.50	85,989.70
Sullivan, Brooke C.	23,266.82				23,266.82
Sullivan, Kate M.	18,863.01				18,863.01
Suska, Wioletta	42,087.64				42,087.64
Sutter, David V.	48,564.64	2,426.28			50,990.92
Szymanski, Beth	11,581.71				11,581.71
Tacy, Paul R.	735.00				735.00
Tanner, Mary T.	38,650.28	5,811.23			44,461.51
Tenggren, Danial G.	405.60				405.60
Tessier, Dale E.	471.38				471.38
Tessier, Richard J.	9,198.38				9,198.38
Thibault, Daniel E.	51,412.36	6,897.17	7,122.00	625.00	66,056.53
Tolpa, Diann E.	51.00				51.00
Trombley, Lauren M.	41,172.80	1,449.24			42,622.04
Tucci, Richard M.	20,081.93				20,081.93
Tudryn, Brenda	51.00				51.00
Tudryn, Elaine M.	170.00				170.00
Tumenas, Maureen C.	40,339.22				40,339.22
Vachula, Elizabeth F.	65,656.72				65,656.72
Vanasse, Jenny E.	47,964.01			1,365.84	49,329.85
VandenDolder, Ron	160.00				160.00
Vandoloski, Wade W.	38,971.68	6,592.65		2,680.48	48,244.81
Vamon, Andrew	8,226.78				8,226.78
Vega, Marco A.	480.00				480.00
Venman, Peter G.	1,451.53				1,451.53

An asterisk(*) after an employee's name indicates that the "Reg. Earnings" include additional pay for answering fire calls after regular work hours.

O/S Duty is paid by Vendor (Burials, Fire Inspections, Police Detail).

Other Earnings are generally for work performed outside of the scope of ones normal job and work hours. This may include Cem. Maint., Coaching, Co-Curricular Activities, Election Work, Programs, Stipends, Longevity, etc.

Joan M. Zuzgo, Payroll & Benefits Coordinator

Town of Hadley Elected Officials

Assessors, Board of	Jeffrey Mish	Assessor	2021
	Richard S. Grader	Assessor	2022
	William Banack	Assessor	2023
Clerk	Jessica Spanknebel		2022
Collector	Susan P. Glowatsky		2021
Constables	William R. Banack		2022
	Richard Downie		2022
Elector Under Oliver Smith Will	Sheila M. Konieczny		2021
Health, Board of	Gregory Mish	Member	2022
	Emma Dragon	Chair	2021
	Susan Mosler	Member	2023
Housing Authority	John T. Yusko	Member	2025
	Richard Witkos	Chair	2024
	Wilfred Danylieko	Member	2023
	Kristen Yeziarski	Member	State Appointee
Library Trustees	Jo-Ann Konieczny	Co-Chair	2021
	Maureen Devine	Member	2023
	David Moskin	Member	2022
	Meghan Campbell	Member	2022
	Alan Weinberg	Member	2023
	Alison Donta-Venman	Member	2021
Moderator	Randall Izer		2021
Park Commission	Steve Higgins	Commissioner	2021
	James Shea	Commissioner	2023
	Diane Kieras-Ciolkos	Commissioner	2022
Planning Board	James Maksimoski	Chair	2023
	Michael Sarsynski	Member	2021
	William Dwyer, Jr.	Clerk	2022
	Mark Dunn	Member	2024
	Joseph Zgrodnik	Member	2025
School Committee	Tara Brugger	Member	2023
	Paul Phifer	Member	2021
	Ethan Percy	Member	2025
	Humera Fasihuddin	Member	2021
	Heather Klesch	Chair	2022
Select Board	Joyce A. Chunglo	Member	2021
	Christian Stanley	Clerk	2021
	Jane Nevinsmith	Member	2023
	John C. Waskiewicz, II	Member	2022
	David J. Fill, II	Chair	2022

**TOWN OFFICIALS AND COMMITTEES
APPOINTED BY THE SELECT BOARD**

TOWN OFFICIALS	Name of Appointee	Position	Next Appointment
Town of Hadley	Melanson	Accountant	2021
	David Nixon	Town Administrator	2020
	Carolyn Brennan	Town Administrator	2023
	Jennifer Sanders James	Asst. Procurement Officer/ Licensing Coordinator	2021
	Kopelman & Paige	Town Counsel	2021
	Michael Mason	Police Chief	2021
	Michael Spanknebel	Fire Chief	2022
	Chris Okafor	DPW Director	2022
	Linda Sanderson	Town Treasurer	2021
	Joan Zuzgo	Asst. Treasurer	2021
	Dede Dibrindisi	Asst. Treasurer	2021
	Hayley Wood	COA Director	2021
Building Inspector	Thomas Quinlan	Building Inspector	2021
	David J. Waskiewicz	Alternate	2021
	Paul Tacy	Alternate	2021
	Timothy Neyhart	Alternate	2021
	Dede Dibrindisi	Admin. Asst. to Bldg. Insp.	2021
Cemetery Committee	VACANT	North Hadley	2023
	Diane Stengle	Russellville	2021
	Mary Thayer	Hockanum	2022
	Alan Weinberg	Olde Hadley	2021
	Emily Remer	Plainville	2021
Conservation Commission	James Hafner	Member	2023
	Gary Pelissier	Vice- Chair	2022
	Stephen J. Szymkowicz	Member	2021
	Paulette Kuzdeba	Chair	2021
	Edwin Matuszko	Member	2023
	Gordon Smith	Member	2023
	Toni Lyn Morelli	Member	2022

Council on Aging	Marguerite Wilson	Member	2023
	Bruce Brewer	Member	2022
	Rosalie Weinberg	Member	2022
	Glenn Clark	Member	2021
	Elizabeth Faulkner	Member	2022
	Linda Laduc	Member	2023
	David A. Storey	Member	2023
Cultural Council	Dina Friedman	Member	2021
	Tasia Stanley	Member	2022
	Julia Rose	Member	2021
	Wayne Abercrombie	Member	Resigned
	Catalina Arrubla	Co-Chair	2022
	Zoe Lapis	Member	2022
	Heather Haskell	Member	2021
	John Rollinson	Member	2021
	Katie Richardson	Member	2022
	Maureen Shea	Co-Chair	2022
DPW Superintendent	Scott McCarthy	Field Superintendent	2021
Disability Commission	Thomas Waskiewicz	Member	2022
	Jerome Yezierski	Member	2021
	James Jackson	Member	2023
Electrical Inspector	Wilfred Danylieko	Inspector	2021
	Paul Miller	Alternate Inspector	2021
Fire Department	Michael Spanknebel	Chief	2022
	Evan Briant	Deputy Chief	2021
	Nicholas McKenna	Lieutenant	2021
	Richard Blajda	Lieutenant	2021
	Collin Mick	Firefighter	2021
	John Waskiewicz II	Firefighter	2021
	Brian Waskiewicz	Lieutenant	2021
	Austen Iglehart	Firefighter	2021
	Nicholas Wojtowicz	Firefighter	2021
	Brandon Daniel	Firefighter	2021
	Joseph Boisvert	Firefighter	2021
	Rick Bramucci	Lieutenant	2021
	Robert Adair	Lieutenant	2021
	Emma Elson	Firefighter	2021
	Peter Venman	Firefighter	2021
	John Kinchla	Firefighter	2021
	Jeffrey Moriarty	Firefighter	2021
	Daniel Kasal	Firefighter	2021
	Spencer Harrington	Firefighter	2021
	Gage Spanknebel	Firefighter	2021
	Liam Higgins	Firefighter	2021
	Jason Hall	Firefighter	2021
Forest Fire Warden	Michael Spanknebel	Warden	2021
	Evan Briant	Deputy Warden	2021

Hampshire Regional Emergency Planning	Michael Spanknebel	Delegate	2021
	Evan Briant	Alternate	2021
Historical Commission	Judy Stone	Chair	2021
	Ginger Goldsbury	Member	Resigned
	Diane West	Member	2021
	Denise Barstow	Member	2022
	Stacey Cooney	Member	2023
Mt. Holyoke Range Advisory	Vacant	Member	Vacant
	Raymond Spezeski	Member	2021
Mt. Holyoke/Mt. Tom Task Force	Dina Friedman	Representative	2021
Municipal Building Committee	David Tudryn	Co- Chair	Resigned
	Andrew Klepacki	Member	2021
	David Waskiewicz	Member	2021
	Gary Berg	Member	2021
	Dan Regish	Member	2021
	Tim Neyhart	Chair	2021
	Claire Carlson	Member	2021
	David J. Fill	Member	2021
Pioneer Valley Transit Authority	David Moskin	Representative	2021
Pioneer Valley Planning Commission	William Dwyer	Representative	2021
Police Department	Michael Mason	Chief	2021
	Mitchell Kuc Jr.	Lieutenant/ Animal Control Officer	2021
	Jesse Green	Detective Sergeant	2021
	Joel Kupeyan	Detective	2021
	John M. Robitaille	Full Time Officer	2021
	Michael Romano	Sergeant	2021
	Thomas Chabot	Acting Sergeant	2021
	Daniel Phillips	Full Time Officer	2021
	Janelle Seitz	Full Time Officer	2021
	Thomas Douglas	Full Time Officer	2021
	Brendan Smith	Full Time Officer	2021
	Joseph Lafond	Part Time Officer	2021
	Daniel Warner	Part Time Officer	2021
	Nathan Rabidoux	Part Time Officer	2021
	Harry Santiago	Special Police Officer	2021
	Rylan Baronas	Special Police Officer	2021
	Jacob Maroni	Special Police Officer	2021
	Jacob Laughlin	Special Police Officer	2021
	Tenzin Khenrab	Special Police Officer	Resigned

	Ethan Kraus	Special Police Officer	2021
	Casey Gilbert	Special Police Officer	2021
	Christian Lowell	Special Police Officer	2021
Recycling	Vacant	Coordinator	
Registrars, Board of:	Vacant		2021
			2021
	Vacant		2021
Sewer Commission	Joyce A. Chunglo	Member	2021
	Jane Nevinsmith	Member	2021
	Christian Stanley	Member	2021
	John C. Waskiewicz, II	Member	2021
	David J. Fill, II	Member	2021
Tree Warden/Moth Superintendent	Chris Okafor	Warden	Term
Veterans' Services	Central Hampshire Veterans	Veterans Service Officer & Grave Officer	2021
Water Commission	Joyce A. Chunglo	Member	2021
	Jane Nevinsmith	Member	2021
	Christian Stanley	Member	2021
	John C. Waskiewicz, II	Member	2021
	David J. Fill, II	Member	2021
Zoning Board of Appeals	Linda Laduc	Member	2022
	John Kokoski	Member	2021
	Andrew Bomabardier	Member	2021
	Jason Galvin	Alternate	2023

**TOWN VOLUNTEER BOARDS AND COMMITTEES
APPOINTED BY THE SELECT BOARD**

	Name of Appointee	Position	Next Appointment
Agricultural Commission	Joseph Boisvert	Member	2021
	Gordon Cook Jr.	Member	2022
	Adam Goodman	Member	2021
	Michael Docter	Member	2021
	Will Handrich	Alternate Member	2022
	Vacancy	Alternate Member	2021
	Matt Kushi	Member	2022
	Allan Zuchowski	Member	2022
Agricultural Area Incentive Comm.	Peter Cook	Member	2021
	Vacancy	Member	
	Edwin Matuszko	Member	2021
	Vacancy	Member	
	Gordon Smith	Member	2021
Capital Planning Committee	Amy Fyden	Member	2021
	Paul J. Mokrzecki	Member	2023
	Linda Sanderson	Member (non-voting)	2022
	David Nixon	Member (non-voting)	2022
	Richard Grader	Member	2022
	Paul Phifer	Member	2023
	Christian Stanley	Member	2021
Community Preservation Act Committee	Andy M. Freedman	Member	2020
	Amy Fyden	Member	2021
	Cassandra Gonzalez	Member	2023
	Joseph Zgradnik	Member	2021
	Denise Barstow	Member	2020
	Richard Witkos	Member	2024
	Edwin Matuszko	Member	2023
	Paulette Kudzeba	Member	2020
Americans with Disabilities Act	David Nixon	Coordinator	2020
	Carolyn Brennan	Coordinator	2021
Library Building Committee	Lynn Latham	Member	Term
	Jack Czajkowski	Member	Term
	Jamison Hedin	Member	Term
	Kenneth Pollard	Member	Term
	Xander Rusenko	Member	Term
	Dennis Meehan (d)	Member	Term
	Dave Waskiewicz	MBC Rep	Term
	Dave Tudryn	MBC Rep	Term
	Molly Keegan	Select Board Liaison	Term
	Alan Weinberg	Library Trustee	Term
	Alison Donta Venman	Library Trustee	Term

North Hadley Fire Substation Building Committee	Richard Bramucci	Member	Term
	Myron Chudzik	Member	Term
	Edward Dudkiewicz	Member	Term
	John Mieczkowski, Sr.	Member	Term
	Paul Picard	Member	Term
	Michael Spanknebel	Member	Term
	Joyce A. Chunglo	Liaison	Term
	Gary Berg	Town Rep	Term
	Frank Aquadro	Member	Term
	Eric Beal	Member	Term
Norwottuck Rail Trail	Andrew Morris-Friedman	Member	2020
PVPC Joint Transportation Committee	Christian Stanley	Representative	2020
Senior Center Building Committee	Ed Golding	Member	Term
	Jane Nevinsmith	Member	Term
	Doug Rae	Member	Term
	Dan Regish	Member	Term
	Dave Storey	Member	Term
	Suzanne Travisano	Member	Term
	Peg Wilson	Member	Term
	Rorie Woods	Member	Term
	Christian Stanley	Liaison	Term
	Gary Berg	Town Rep.	Term
	Karen Walter- Zuzco	Member Non-voting	Term
Shade Tree Committee	Catherine Zatyorka	Member	2021
	Yvonne Kielb	Member	2021
	Brandi Fill	Chair	2021
	Christine Kelley	Member	2021
	John Edwards	Member	2021
Hadley Media Advisory Committee	VACANT	Member	2021
	VACANT	Member	2021
	VACANT	Member	2021
	VACANT	Member	2021
	VACANT	Member	2021
Ambulance Oversight Committee	Hank Barstow	Member	2021
	Barbara O'Connor	Member	2021
	George Moriarty	Member	2021
	Molly Keegan	Member	2021
	Joyce Chunglo	Member	2021
Climate Change Committee	Jack Czajkowski	Chair	2021
	Jeanne Armstrong	Vice- Chair	2021
	Matt Pfannensteil	Secretary	2021
	Christian Stanley	Select Board Liaison	2021

	Stephen Armstrong	Member	2021
	Michael Docter	Member	2021
	Jane Goding	Member	2021
Housing and Economic Development Committee	Sean Barry	Member	2021
	Emma Dragon	Member	2021
	William Dwyer	Member	2021
	Amy Fyden	Member	2021
	Mark Howard	Member	2021
	Jo-Ann Konieczny	Member	2021
	Dylan Manz	Member	2021
	Molly Keegan	Member	2021
	Christian Stanley	Member	2021
Committee for Diversity, Equity, and Inclusion	Christian Stanley	Member	2021
	Wayne Abercrombie	Member	2021
	Mark Dunn	Member	2021
	Amy Lanham	Member	2021
	Joanne Goding	Member	2021
	Deborah Jacobson	Member	2021
	Margaret Mastrangelo	Member	2021
	Kayla Werlin	Member	2021
	Patricia Rissmeyer	Member	2021
	Andrea Stanley	Member	2021
	Sarah Strong	Member	2021
Cable Franchise Committee	David Fill	Select Board Liaison	2024
	Carolyn Brennan	Town Administrator	2024
	John Harrison	Hadley Media	2024
	Jason Galvin	Member	2024
	Carol Norton	Member	2024
	Betty Faulkner	Member	2024
	Pat Leighton	Member	2024
	Tiffany Kellogg	Member	2024
Flood District Overlay Committee (River By-Law)	Thomas Quinlan, JR.	Building	Term
	William Dwyer	Planning	Term
	Michael Spanknebel	Fire	Term
	Evan Briant	Fire	Term
	Paulette Kuzdeba	Conservation	Term
	Stephen Szymkowicz	Conservation	Term
	Gregory Mish	Health	Term
	Linda Laduc	Zoning Board of Appeals	Term
	Dolores Dibrindisi	Permitting	Term
	John Mieczkowski	Resident	Term
	Sally Lindowski	Resident	Term

Appointments made by Other than Select Board

Appointment(s) made by Assessor	Daniel Zdonek	Assistant Assessor	2022
Appointment(s) made by Board of Health	Dennis Fil	Plumbing/Gas Inspector	2021
	Ray Shipman	Plumbing/Gas Inspector (Alternate)	2021
	Margaret K. Bernard	Public Health Nurse	2021
	Kyle Dragon	Animal Inspector	2021
	Jessica Spanknebel	Death Certificate Agent	Term
	David Zarozinski	Restaurant/ Food Market Inspector	2021
Appointment(s) made by Town Clerk	Janice Kangas	Assistant Town Clerk	2022
	William Banack	Warden	2021
	Stanley Kostek	Warden	2021
	Joanne Pliska	Clerk	2021
	Richard Tessier	Inspector	2021
	Dale Tessier	Inspector	2021
	Carol Smith	Inspector	2021
	Patricia Zuzgo	Inspector	2021
	Patricia Coombs	Election Coordinator	2021
	Marlene Merzbach	Inspector	2021
	Kathy Fiske	Inspector	2021
	Gage Spanknebel	Inspector	2021
	Sloane Spanknebel	Inspector	2021
	Peg Banack	Inspector	2021
	Diane Baj	Inspector	2021
	Kathleen Tudryn	Inspector	2021
	Sharon Parsons	Inspector	2021
	Tess Barstow	Inspector	2021
	Susan Glowatsky	Inspector	2021
	Linda Wiesner	Inspector	2021
	Janet Hukowicz	Inspector	2021
	Wilfred Danylieko	Inspector	2021
	Janet Barrett	Counter	2021
	Theresa Mushenski	Counter	2021
	Brenda Tudryn	Counter	2021
	Vadja Waskiewicz	Counter	2021
Appointment(s) made by Town Collector	Heather Vigue	Deputy Collector	2021
	Kimberly Pieffer	Water and Sewer Coordinator	2021

Appointment(s) made by Conservation Committee	Paulette Kudzeba	Community Preservation Committee	2021
Appointment(s) made by Moderator Finance Committee	Paul Benjamin	Member	2023
	Dylan Manz	Member	2022
	Amy Fyden	Member	2021
	Valerie Hood	Member	2023
	Alexei Levine	Member	2021
Appointment(s) made by Park & Recreation		Community Preservation Committee	2021
Appointment(s) made by the Planning Board Pioneer Valley Planning Commission	William E. Dwyer, Jr.	Member	2022
	Joseph Zgodnik	Member (Alternate)	2021
Appointment(s) made by the Planning Board	Joseph Zgodnik	Community Preservation Committee	2021



VOTER INFORMATION

U.S. Senator Elizabeth Warren (D)

1550 Main Street, Suite 406
Springfield, MA 01103-1427
(413)785-4610
www.warren.senate.gov

U.S. Senator Edward J. Markey (D)

1550 Main Street, 4th Floor
Springfield, MA 01101
(413)785-4610
www.markey.senate.gov/contact

Congressman James P. McGovern (D)

(Second Congressional District)
94 Pleasant St.
Northampton, MA 01060
Phone: (413)341-8700 Fax (413)584-1216

Governor Charles Baker (R)

State House Room 280
Boston, MA 02133
Phone: (617)725-4005 FAX: (617)727-9725
or
(413)784-1200

State Senator Jo Comerford

Hampshire-Franklin Senate District
State House, Room 413-C
Boston, MA 02133
Or 413-375-4656

State Representative Dan Carey

(2nd Hampshire District)
State House, Room 33
Boston, MA 02133
Phone: 413-529-4286

Department Contact Information

DPW Department e-mail: publicworks@hadleyma.org	(413)586-2390 (413)586-5146 (FAX)
Dog Office (Call Police Department)	(413)584-0883
Housing Authority	(413)584-3868
Library e-mail: hpl@hadleyma.org	(413) 584-7451 (413)584-9137 (FAX)
Park & Recreation Department e-mail: parkandrec@hadleyma.org	(413)586-6375
Schools Hadley Elementary School Hopkins Academy Special Education Superintendent	(413)584-5011 (413)584-1106 (413)584-2419 (413)586-0822 (413)582-6455 (FAX)
Transfer Station	(413)582-9977
Treasurer e-mail: treasurer@hadleyma.org	(413)586-3354 (413)586-5661 (FAX)
Hadley Media e-mail: drew@hadleymedia.org	(413)584-1203
Veteran's Agent Central Hampshire Veterans Services	(413)587-1299

Department Contact Information

Emergency (Fire/Police/Ambulance)

911

Police Department (413)584-0883

Fire Department (413)584-0874

Select Board (413)586-0221

Email: info@hadleyma.org

Town Administrator (413)586-0221

Email: admin@hadleyma.org

Accountant

Email: accountant@hadleyma.org

Licensing Coordinator (413) 586-0221

Email: info@hadleyma.org

Animal Inspector

Email: dragonk@hadleyma.org

(413)246-4940

Assessor

Email: assessor@hadleyma.org

(413)586-6320

Board of Health

Email: health@hadleyma.org

(413)584-4562

Building Inspector

Email: inspections@hadleyma.org

(413)586-7274

Town Clerk

Email: clerk@hadleyma.org

(413)584-1590

Town Collector

Email: collector@hadleyma.org

(413)584-4246

Conservation Commission

Email: conservation@hadleyma.org

(413) 584-4236

Council on Aging/ Senior Center

Email: coa@hadleyma.org

(413) 586-4023

